

Local Govt Service

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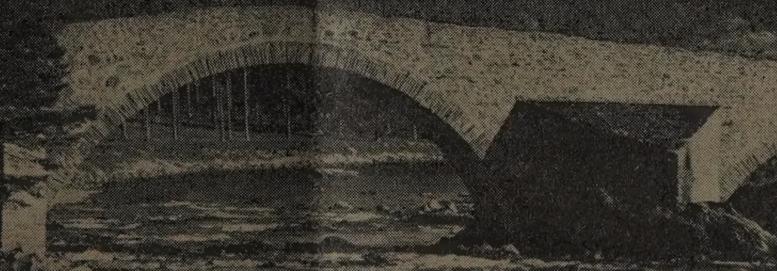
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# Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 16 VOL. XXV

APRIL 1949

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## LOCAL GOVERNMENT MANPOWER CRISIS

GOVERNMENT departments and the associations of local authorities have set up a Working Party to consider how local authorities can cut their staffs. But a recent inquiry from Headquarters suggests that the Working Party might be better employed considering how local authorities can retain the staffs they have—lest, by the time it reports, there are no staffs to cut!

Six weeks ago, faced with growing evidence of the drift from the service, NALGO asked branches to let it know what officers had left the employment of their local authorities, why and where they had gone, and to what extent new officers were being recruited to replace them. Since then, 95 branches have replied, representing 13 county councils, 15 county boroughs, 34 boroughs, three metropolitan boroughs, 21 urban districts, five rural districts, and four Scottish authorities. Apart from the urban, rural, and Scottish authorities, this is a pretty fair sample, since the replies came from all parts of the country and from areas of every type. But, though the response is varied, the picture it gives is monotonous in its uniformity.

### Many Leave, Few Enter

Most local authorities, it would appear, are losing far more officers than they are appointing. They are losing both the young and enterprising and the experienced and highly qualified. And they are replacing them—when they can replace them at all—by men and women of much less experience and qualification, often with no qualification at all.

One borough has lost nearly one-third of its total staff in twelve months. Another has lost one-fifth of all its officers, several between one-tenth and one-sixth. Practically all departments are affected, but the architects', engineers', surveyors', and finance most of all. One county council has lost the whole of the technical staff of its land agent's department; another has lost 14 architectural assistants in 12 months. A county borough has had to enforce compulsory overtime up to six hours a week in its architect's department.

Where are they going? The nationalised health and electricity services have taken a high proportion, of course, apart from those transferred with the service. But by no means all, nor even the majority, have answered the call of the new public services. Industry, commerce, teaching, the civil service, police, banks, railways, the Coal Board, and private practice have all had their ranks increased at the cost of local government. Several have entered the Colonial service or emigrated to the Dominions, some have returned as regulars to Navy, Army, and R.A.F.

And why this exodus from the "safe job at the Town Hall," this desire to leave what a

public speaker—and a councillor, too!—described the other day as "a pampered, privileged class, living on cushions." There is only one reason—that the posts to which they have gone, though some are not "safe" and carry no pension, do pay salaries a good deal higher than local government.

Every one of more than a thousand officers reported as having left the service of the 95 authorities covered by these returns is getting more pay than he got in local government. Increases range between five and 100 per cent., with the majority between 20 and 50 per cent. The officers concerned are mostly in the A.P.T. grades, though many are from the General Division. "Commerce offers better possibilities," writes one branch secretary; "More attractive salaries are offered by I.C.I. and industrial firms," comments another; "The salaries paid to shorthand typists in industry are much higher," declares a third.

### Pay Disparities

In some professional and technical classes, the disparities between pay in local government and pay outside it are even greater. The exodus of school dentists, lured by the richer rewards of the National Health service, is common knowledge—and one authority reports that it has not troubled to advertise for a school dentist, knowing in advance that it would not get one at the salary it was willing to pay. In the architectural field, where the shortage of staff is most acute, a borough engineer and surveyor attributes it to "the considerable remuneration and excellent conditions" offered by private architects. The private architect, he points out, charges as fee for plans and quantities a minimum of eight per cent. on the total cost. For a school, costing £100,000, the private architect would get £8,000. In local government, the architectural work for such a school would be carried out by one senior and one junior assistant, whose salaries would total £1,000.

More serious than the exodus from the service is the drying up of recruitment into it. By itself, the exodus would be no cause for anxiety: good men have always left the service if they could get a better job outside. Square pegs have sought squarer holes. We, and the local authorities, can wish them goodbye and good luck without concern—so long as we can fill their places.

But can we? Apparently not. Almost every one of the 95 returns records acute difficulty in recruiting—in every grade. "We have not appointed a single male junior for several years," reports one. "If the scale is set out in the advertisements," says another, "no applications at all are received: if the advertisements say: 'salary according to age,' applicants withdraw as soon as they learn the rates." Posts are advertised three and four times, without any response. One borough

offered A.P.T. VII (£635-£710) for a first assistant to the chief internal auditor, and obtained only one applicant—and he was unsuitable. Take this little history of a borough council's attempt to get an assistant solicitor:

May 1948—Post advertised on A.P.T. VI (£595-£660). Three applicants. One appointed, but withdrew before taking up post.

June 1948—Post readvertised on A.P.T. VI. One applicant, without municipal experience. Not appointed.

September 1948—Post readvertised. Six applicants, three selected for interview, but all withdrew.

December 1948—Post readvertised. Six applicants. Three selected for interview. One withdrew before interview, one did not attend, and the third had no municipal experience. No appointment made.

January 1949—Readvertised on A.P.T. VII-VIII (£635-£760) according to experience. Four candidates selected for interview, of whom one withdrew. One appointed on grade VIII, to take up his appointment in April—11 months after the first advertisement (and after considerable expenditure on advertising).

### Unqualified Applicants

The same story is repeated for practically every grade. Advertisements for clerks and typists produce a few unqualified applicants, without school certificate—"it is impossible to insist on school certificate" comments one report. Posts in clerical (£395-£440) and A.P.T. I (£390-£435) find applicants only among "unqualified people outside the service." For a committee clerk or clerical an authority must appoint a "young local applicant with no local government experience."

Even the bait of a house secured only six applicants for an accountancy assistant's job on A.P.T. III (£450-£495).

In a county borough, the borough treasurer offered posts in his department to all members of the electricity and gas services who wished to stay after nationalisation: only two per cent. applied—and they were all men studying for their I.M.T.A. The same authority reports that its local grammar schools are "warning boys against entering the local government service."

The position is undoubtedly serious. For if local government is not only losing its best men, but is failing to replace them except

### OUR COVER PICTURE

*Our cover picture this month, for which we are indebted to the Travel Association, shows the Brig o' Dee, likely to be visited, by delegates to Conference in June.*

with unqualified youngsters without even school certificate, its standards as well as its staff will decline, ever greater burdens must fall on those qualified men and women remaining, and the services will face collapse.

### Only Remedy—Higher Pay

What is the remedy? There is overwhelming evidence to suggest that better pay is the only solution. Many authorities, indeed, are already applying it. A county council establishment committee has recommended increases of approximately 25 per cent. in the salaries of all chief, deputy chief, and senior officers. A county borough has gone further, increasing the salaries of administrative staff by between seven and 110 per cent., of accountancy staff by 12-97 per cent., and of engineering staff by 13-40 per cent. Many more have raised the salaries of vacant posts only by two or three grades on advertisement before any worthwhile replies were obtained—a short-sighted policy, since, while it may fill a post, it will cause disaffection among the rest of the staff who continue on their existing grades.

When the National Joint Council introduced the Charter in 1946, the Council's independent chairman, Sir Horace Wilson, and the chairmen of the employers and staff sides, published a joint statement. In this they declared that the object of the Charter was "to attract to the local government service entrants of the type required to meet the future needs of local government."

"The national salary scales," they added, "have been fixed after considering existing scales in comparison with rates of remuneration in comparable occupations and after reviewing changes in remuneration generally. This is in accordance with the fair wages principle; local government should not take the lead in determining salary standards, but should be in the 'first flight of good employers . . .' The Scheme . . . offers a reasonable career and should serve to enhance the position of the local government service and so to ensure an adequate flow of young entrants of the type required."

All the evidence quoted above suggests that salaries in local government no longer fulfil these high objectives. They are no longer attracting to the service "entrants of the type required." Local government, it would

appear, is no longer in "the first flight of good employers." In the opinion of those who are leaving it, the service no longer "offers a reasonable career." The promised "flow of young entrants" appears to be drying up—and some grammar schools are even warning boys against entering the service.

That is not to say that the Charter is at fault. For the administrative, professional, and technical classes of the service it provides a flexible series of salary scales ranging from £390 to £760 a year, and likely soon to be extended to £1,000. The real fault is in the way these scales have been applied by the local authorities. Notwithstanding the declared intention of the National Joint Council to "improve the status and the standard of the service," too many authorities, it would appear, have been content to grade their officers at the nearest point to their pre-Charter salaries and to give as little as possible of the improvement demanded by post-war conditions.

In the general division, of course, there is a rigid wage-for-age scale allowing of much less flexibility. Although the evidence here is conflicting, there would appear to be widespread support for the view that salaries in the early years are too low to attract entrants of the right type in competition with other employments, and that the scale takes too long to reach its maximum.

### The Doctors' Lead

What, in general, should be our aim? The doctors have given us a useful lead. Considering, recently, how it should base its claims for increases over the 1939 remuneration of general practitioners, the Conference of Local Medical Committees took expert advice on money values then and now. It was told that, to maintain approximately the same standard of living, every £100 earned in 1939 should be £185 today. The Conference considered that to ask for the full 85 per cent. increase would be going too far in present conditions and eventually agreed—with some opposition from those who thought that more was justified—to press for a "betterment" figure of 70 per cent. above 1939. This agrees fairly closely with the increases in prices and average wages rates generally.

Many officers in the general division, and some fortunate ones above it, may today be getting salaries 70 per cent. higher than they

would have been paid for comparable work in 1939. But we doubt whether the majority are doing so. If local authorities would adopt the 70 per cent. standard and, as far as possible, bring every officer up to it, the local government manpower crisis would be on the way to solution. Without such action, it is bound to become more acute—with disastrous effects for the efficiency of the nation's major social services.

### Basis of P.R.—Courtesy

THAT courtesy and efficiency must be the basis for any successful public relations policy was emphasised by Ald. J. E. MacColl, Mayor of Paddington, at a conference on public relations held in Holborn Town Hall recently.

"There is no point in spending a lot of money on public relations," Ald. MacColl declared, "if, at the end of it all, some girl in the cleansing department is insolent when a ratepayer rings up to complain that his dustbin has not been emptied. We must keep in front of us the general principle that the ratepayer is always right."

The conference, sponsored jointly by the Municipal Group of the Institute of Public Relations (representing the full-time P.R.O.s of local authorities) and the public relations sub-committee of NALGO's Metropolitan District Committee, was attended by representatives of more than 60 local authorities in the London area by most of the official P.R.O.s, and by some 30 branch P.R.O.s. Its object was to review progress in P.R. and to exchange ideas about it.

Opening the discussion, Ald. MacColl suggested that, though public relations for local government had had a good start, the "careless rapture" with which many authorities had launched into exhibitions, film shows, and social functions, was beginning to wear off. Yet public relations was essential, especially in the larger authorities and in places like London, where many ratepayers lived in one area and worked in another, and councillors had great difficulty in keeping in touch with them.

### Better Letters Needed

Some councils, he continued, expected the P.R.O. to be a superman—a poster artist, an exhibition and conference organiser, a journalist, and "quite a boy in the social field," able to deputise for the mayor at dances and the like. Councillors sometimes thought that he was trying to take responsibility from their shoulders, the press and public that he was there to whitewash the council's mistakes. Both views were false. The P.R.O. should be able to advise the council on what the public was thinking; and he should never be required to whitewash dirty linen or act as a buffer between the council and its critics.

One weak point which the P.R.O. should tackle, Ald. MacColl thought, was letter-writing. "Many official letters," he declared, "give the impression that the fellows writing them have closed minds, and if a complaint is made do not intend to look into it or do anything about it. Letters should read as though the writer really means what he says. Unless there is some human feeling in our dealings with the public we might as well stop talking about public relations." The Local Government Examinations Board had a great opportunity to improve the standard of letter-writing by making it a prominent feature of the promotion examination.

*It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.*

## 40 GUINEAS for ARTICLES and PICTURES A New "Contributions Competition" Open to All

This month we announce a "Contributions Competition", open to all readers of LOCAL GOVERNMENT SERVICE, for articles and photographs.

The best contributions received each month will be published—and paid for at normal rates—as space permits. At the end of the year—in April, 1950—prizes of twelve, eight, and five guineas will be awarded for the best three articles, and of ten and five guineas for the best two photographs, received in the preceding twelve months.

ARTICLES may be on any aspect of the work, organisation, or future policy of the Association or its ancillaries, but must be constructive in approach and calculated to interest the majority of readers. They must be typed on one side only of the paper and must not exceed 1,500 words in length.

PHOTOGRAPHS should be of subjects likely to interest readers as members of NALGO or as officers of one of the services for which it caters.

They should be of high pictorial quality, printed on glossy paper not less than 10 in. by 8 in., and sufficiently "contrasty" to reproduce well.

Other conditions are:

1. The copyright of all contributions published will vest in the Association.
2. Stamped, addressed envelopes should be enclosed for the return of unaccepted material where this is desired.
3. All material should be marked "L.G.S. Contributions Competition," and addressed to the Editor, "L.G.S." 1, York Gate, Regent's Park, London, N.W.1, whose decision will be final.

We also welcome, though not as a part of the competition, cartoons, humorous drawings, and jokes with an Association or service angle. All such material accepted will be paid for at normal rates.

# NALGO Annual Conference—Preliminary Agenda

MEETING in London on March 11, the National Executive Council approved the draft of its annual report for 1948 (which was sent to branches on March 31), and the arrangements for this year's Conference.

Conference will be held at the Music Hall, Aberdeen, on Tuesday, Wednesday, and Thursday, June 14 to 16. There will be meetings of delegates in the electricity, gas, health and transport services, of branch education correspondents and of branch and district public relations officers on the Monday preceding Conference, a meeting of branch magazine editors on the Sunday evening, and the annual general meetings of the NALGO ancillaries on Friday, June 17.

Below we publish the preliminary agenda for Conference, consisting of notices of motion submitted by the National Executive Council, district committees, branches, and sectional and professional societies. Amendments may be submitted up to 5 p.m. on Friday, April 15 (but since that will be Good Friday, it is hoped that all will be sent by Thursday, April 14).

The agenda as published is subject to co-ordination and consolidation by the agenda committee.

1. Opening of Conference.
2. To Approve as a Correct Record the Minutes of the Proceedings of the Conference held on June 15 to 17, 1948.
3. Benevolent and Orphan Fund—Announcement of Amounts received from Districts and Winners of Trophies and Diplomas.
4. President's Address.
5. Appointment of Auditors for the Year 1949.

*Notice of motion by the National Executive Council.*

That Messrs. Jackson, Pixley & Co., Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1949, and that a fee of eight hundred and seventy-five guineas (£918 15s.) be paid to them for their services.

6. Appointment of Scrutineers.
7. Honorary Treasurer's Financial Statements.

*8. Conference Procedure*  
*Notice of motion by the Leeds Branch.*

That to save valuable Conference time, in all instances in which the National Executive Council is prepared to accept a notice of motion or an amendment on the Agenda, Conference should be informed of this immediately after the motion has been formally moved and seconded.

*9. Notice of motion by the South Wales and Monmouthshire Branch.*

That at 4.0 p.m. on the last day of Conference all outstanding business of Conference shall stand adjourned and Conference shall proceed to the induction of the President.

*10. Re-adaptation of Association Machinery.*  
*Notice of motion by the National Executive Council.*

That, having regard to the changing disposition of members and branches in the new nationalised services, in relation to present district

committee boundaries, the National Executive Council be authorised, pending the adoption by Conference of new Rules to effect reorganisation of Association machinery, to assign members in such services to one or other of the present districts for organisational and electoral purposes; and to adapt present Rules in all necessary respects to deal with the situation.

## 11. Notice of motion by the Manchester Branch.

That this Conference, while welcoming the steps already taken by the National Executive Council to give representation to the Staffs of the nationalised undertakings, believes that the time is now ripe for the formulation of plans for further representation at National Executive Council level and therefore instructs

## AGENDA AMENDMENTS

Amendments to notices of motion on the preliminary agenda must be received at Headquarters 1, York Gate, Regent's Park, N.W.1, by 5 p.m. on April 15 (earlier if possible). They will be published in the May "Local Government Service."

Final agendas and other material will be sent to representatives on June 1, which is also the last date for branches to notify Headquarters of their intention to divide their voting strength at Conference.

the National Executive Council to prepare a scheme for the next Conference which will permit direct representation on the National Executive Council.

## 12. Notice of motion by the South Western Electricity Board Headquarters Branch.

That this Conference considers the present organisation of NALGO cumbersome and uneconomic and that the National Executive Council be instructed to divide NALGO into autonomous sections, one for local government staffs and one each for staffs of nationalised bodies; these sections to hold separate conferences; and that contact between the sections shall only be made through a Joint Co-ordinating Committee at national level.

## 13. Notice of motion by the Suffolk Sub-Area Electricity Branch.

That in the opinion of this Conference, the time is ripe to set up fully constituted District Committees for Electricity Branches, such District Committees to be empowered to report direct to the National Executive Council.

## 14. Notice of motion by the Leeds Hospitals Branch.

That this Conference requests the immediate dissolution of the District Committee and the setting up of sectionalised District Councils under their natural divisions (e.g. electricity, gas, health, local government).

## 15. Subscriptions.

### Notice of motion by the North East London Electricity Branch.

That this Conference is aware of the rising cost of the administration of the Association and of the further need for specialised organisation and therefore instructs the National Executive Council to review the subscription rates in the light of the urgent requirement of specialist District Officers and to report their recommendations to the 1950 Conference of the Association.

## 16. Notice of motion by the Solihull Branch.

That Conference instructs the National Executive Council to consider, without increasing the total income now derived from all subscriptions, (i) the revision of rates of subscription so

that they cover in convenient and equitable form the present complete range of grades; (ii) a new rate of subscription for those in receipt of salaries above the highest grades.

## 17. Representation at Conference.

*Notice of motion by the National Executive Council.*

That, notwithstanding Rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees and sectional and professional organisations shall be entitled to appoint delegates to the Annual Conference to be held in 1950, it being understood that the Council shall submit an alternative to Rule 23 for consideration and approval by the 1950 Conference; and that Rule 23 cease to have effect in the meantime.

## 18. Association Policy on Service Conditions.

*Notice of motion by the National Executive Council.*

That this Conference approves the statement of the National Executive Council in regard to certain aspects of service conditions policy.

*Note : The statement referred to will be issued as a separate document to Conference delegates.*

## 19. Notice of motion by the St. Pancras Branch.

That this Conference strongly deprecates the failure of the National Executive Council to carry out the instruction from the 1948 Conference to begin at once a strong campaign for rates of pay at least equal to those now paid by the major banks and insurance companies. In view of the continual rise in the cost of living this Conference reiterates its instruction to the National Executive Council to launch such a campaign immediately.

## 20. Notice of motion by the Scottish District Committee and the Glasgow Branch.

That this Conference :

(a) expresses dissatisfaction with the failure of the National Executive Council to implement the 1948 Annual Conference instruction to "begin at once a strong campaign for rates of pay at least equal to those now paid by the major banks and insurance companies";

(b) holds that such a campaign would not, if conducted properly, endanger the Whitley method of negotiation, but would, in fact, strengthen the Staff Side in face of the hardened attitude of the Employers' Side; and

(c) instructs the National Executive Council immediately to carry out a public campaign for an increase for all officers.

## 21. Notice of motion by the Bristol Electricity Branch.

That this Conference expresses its concern with the failure of the National Executive Council to implement Conference decisions and :

(a) declares that, in accordance with the Constitution of the Association, Conference has the right to direct policy.

(b) reiterates the instructions given by two successive Conferences, to secure the recognition of the Charter as a minimum and to initiate a strong campaign for rates of pay equal to those paid by the major banks and insurance companies.

## 22. Negotiations on Service Conditions.

*Notice of motion by the Witham Branch.*

That this Conference views with disquiet the deplorably submissive policy of the National Executive Council and the Staff Side of the National Joint Council in their negotiation of service conditions, and demands an assurance

# Branches Call for "All-Round Increase" in Salary Scales

of future vigorous action to combat this alarming retrograde trend.

## 23. Agreement Between NALGO and E.P.E.A.

### Notice of motion by the Southern Electricity No. 1 Branch.

That this Conference views with great concern the failure of the National Executive Council to carry out the instructions given at the Bournemouth Conference to abrogate the agreement between NALGO and the Electrical Power Engineers' Association.

## 24. Implementation of Conference Decisions

### Notice of motion by the West Sussex County Officers' Branch.

That Conference views with concern the increasing tendency of the National Executive Council to seek to avoid implementing decisions of Conference with which it is not in agreement and to put an interpretation on resolutions which is contrary to the intention of Conference, and directs that the National Executive Council implements the expressed resolutions of Conference without equivocation.

## 25. Cost-of-Living Bonus.

### Notice of motion by the West Bridgford Branch.

That this Conference instructs the National Executive Council immediately to press for a cost-of-living bonus on the basis that the consolidation award of January 1948 is considered totally inadequate.

## 26. Salaries—Generally.

### Notice of motion by the Metropolitan District Committee.

That this Conference directs the Association and its representatives at all levels to campaign and take all necessary action to obtain an increase in the salary scales as a whole, to bring salaries up-to-date with the ever-increasing cost of living, and to remedy the loss suffered by the majority of the membership when consolidation took place without an adequate increase in the bonus then operative.

## 27. Notice of motion by the Birmingham Branch.

That this Conference instructs the National Executive Council to press immediately for an all-round rise in salaries to meet the increased cost of living since the coming into effect of the Charter.

## 28. Notice of motion by the Leeds Branch.

That this Conference, viewing the drift from local government service of qualified and experienced officers at all levels to comparable posts outside at higher remuneration, instructs the National Executive Council to take effective action to raise salary scales, this being in the interests of not only local government officers, but the public as a whole.

## 29. Notice of motion by the North Northants Branch.

That this Conference views with concern the reason for the loss of officers from local government to central government departments and the nationalised services due to the more attractive salary grades being paid therein, and accordingly requests the National Executive Council to take immediate steps to review the salary scales under the Charter and recommend improvements sufficient to compare favourably with those applicable to the civil service and similar government appointments.

## 30. Notice of motion by the Coventry Branch.

That in the opinion of this Conference the increase in the cost of living and awards in other industries which have taken place since the Charter was adopted, justify an increase of £70 per annum to all existing grade scales, and instructs the National Executive Council forth-

with to negotiate for the immediate implementation of this opinion.

## 31. Notice of motion by the Kent County Branch.

That, having regard to the higher salary standards adopted in the new national services as compared with existing salary standards in the national Charter, vigorous propaganda action be taken by the National Executive Council to bring to the notice of the local authorities' associations the difficulties which are rapidly increasing and which are resulting in a serious staffing crisis; and that pressure be brought to bear on the local authorities to

Note : The scale will then be as follows :

Age	Salary	Ann.	Age	Salary	Ann.
	£	£		£	£
16	135	5	25	252	8
17	140	20	26	260	8
18	160	20	27	268	8
19	180	20	28	276	8
20	200	20	29	284	8
21	220	8	30	292	8
22	228	8	31	300	8
23	236	8	32	308	—
24	244	8			

That the maximum salary of the general division be reached at the age of 28 years instead of the present 32 years.

## 39. Salaries—Miscellaneous Division.

### Notice of motion by the Liverpool Branch.

That this Conference urges the National Executive Council to make every endeavour to secure an increase in the maxima of the miscellaneous division grades I and II, at least equal to those already obtained for the general and clerical divisions.

## 40. Grading Within the Charter.

### Notice of motion by the Torquay Branch.

That this Conference regrets the delay which has occurred on the promulgation of grades within the Charter for specified posts in technical, professional, and administrative sections, and urges the National Executive Council to take all steps possible to obtain satisfactory recommendations on grading before the Annual Conference in 1950.

## 41. Notice of motion by the Kent County Branch.

That Conference :

(a) deplores the slow progress in the consultations with the professional and sectional organisations ;

(b) calls for a factual report on the negotiations up to the present time ; and

(c) instructs the National Executive Council to take vigorous steps to secure remuneration and status for specialist officers in local government equal to those obtainable in comparable positions outside the service.

## 42. Notice of motion by the West Riding County Branch.

That this Conference, whilst appreciating the efforts of the Staff Side of the National Joint Council in connection with the grading of special classes of officers, deplores the very slow progress made and directs the National Executive Council to instruct its members on the Staff Side to take all possible steps to expedite consideration of the numerous cases still outstanding.

## 43. Salary Scales for Shorthand-Typists, Typists, and Machine Operators.

### Notice of motion by the Gosport Branch.

That Conference takes note of the interim salary scales for women shorthand-typists, typists and machine operators adopted by the National Joint Council for Electricity Administrative and Clerical Staffs, which recognise the proficiency and skill of women shorthand-typists, typists, and machine operators in relation to the clerical duties of other women clerks ; and that Conference instructs the National Executive Council to press for similar recognition of shorthand-typists, typists, and machine operators in the local government service.

## 44. Notice of motion by the Manchester Branch.

That this Conference instructs the National Executive Council to negotiate for new and improved salary scales for women typists and

## CONFERENCE TIMES

Conference, meeting at the Music Hall, Aberdeen, on June 14-16 inclusive, will sit from 9.30 a.m. to 1.20 p.m. and from 2.30 to 5.0 p.m. each day, unless otherwise decided.

raise the local government salary standards to equal those of the new national services.

## 32. Charter—Anomalies.

### Notice of motion by the Crayford Branch.

That this Conference instructs the National Executive Council to press for the removal of the anomalies created by the recent award of the National Arbitration Tribunal as between officers in the general and clerical divisions and those in the miscellaneous, higher clerical and A.P.T. divisions by securing a general increase in the levels of the latter of a sum comparable to the increase in the maximum of the general division.

## 33. Salaries—General Division.

### Notice of motion by the Devon County Branch.

That this Conference instructs the National Executive Council to consider negotiating with a view to lowering the age at which officers in the general division of the national scale of salaries reach the maximum of £385 per annum.

## 34. Notice of motion by the Salford Branch.

That the National Executive Council be requested to use every endeavour to secure that the maximum salary of the general division (males and females) is reached at the age of 26 years, with consequential adjustments for the lower age groups.

## 35. Notice of motion by the Hindley and Abram Branch.

That it be an instruction from this Conference to the National Executive Council to seek early revision of the Charter scale of salaries so as to make the maximum of the general division scale attainable at age 26 years instead of 32 years as at present ; increments to be adjusted as necessary for ages up to 26 years, so as to make general division salaries comparable with wages offered in comparable employment.

## 36. Notice of motion by the West Bridgford Branch.

That the National Executive Council be requested to press further for the implementation of the 1948 Conference resolution that the age scale of the general division be revised to ensure a consolidated maximum being reached at the age of 26 years.

## 37. Notice of motion by the Middlesbrough Branch.

That the National Executive Council be requested to press for a revision of the general division scale to ensure that the maximum of £385 is reached at the age of 25 years.

## 38. Notice of motion by the Ilkeston Branch.

That, as the first stage in implementing the principle of equal pay, the salary for juniors up to age 21 be the same, and thereafter the annual increment for females be £8.

# Revision of Charter Examination Provisions Sought

machine operators, such scales to differentiate between:

- (a) Shorthand-typists, operators of comptometers, accounting and other machines requiring a like degree of skill, and
- (b) Copy typists and operators of addressing and simple adding machines and other machines requiring a like skill.

## 45. Salaries—Fire Service Departments.

*Notice of motion by the Bedford County Branch.* That this Association press the National Joint Council to establish some uniformity of grading of civilian staffs employed in the fire service departments throughout the country and that salaries should be keyed as closely as possible with the salaries and emoluments formerly received for equivalent responsibilities in the National Fire Service.

## 46. Charter—Appeals.

*Notice of motion by the Lancashire County Branch.*

That the National Executive Council request the N A L G O representatives on the National Joint Council to amend paragraphs 15 and 39 of the Charter so as to allow of an aggrieved person taking his appeal, where there is loss of employment, salary, or status, to the appeals committee of the appropriate provincial council.

## 47. Provincial Weighting.

*Notice of motion by the Birmingham Branch.* That the staffs representatives of the National Joint Councils be asked to press for an appropriate percentage of London "weighting" to be paid immediately to local government officers and transferred officers in the larger provincial towns where a similar differentiation applies in the civil service.

## 48. Notice of motion by the Leeds Branch.

That this Conference thanks the National Executive Council for its efforts to secure provincial "weighting" during the last year and reiterates its support for the principle involved which would remedy what constitutes an injustice to many thousands of local government officers.

## 49. Notice of motion by the Manchester Branch.

That this Conference instructs the National Executive Council to refer to the Staff Side of the National Joint Council as a matter of urgency the question of "weighting" the national scales of salaries in favour of the

## MEETINGS FOR UTILITY AND HEALTH STAFFS

Meetings of delegates of the transport and health staffs will be held at 9.30 a.m. of gas staffs at 11.0 a.m., and of electricity staffs at 2.30 p.m. on June 13.

larger provincial towns in England and Wales on a basis of not less than half the existing London "weighting."

## 50. Notice of motion by the Coventry Branch.

That this Conference instructs the National Executive Council forthwith to take all necessary steps to secure that branches may negotiate for graded local "weighting" of salaries to provide for the differing costs of living in different areas.

## 51. Charter—Examination Provisions.

*Notice of motion by the Essex County Branch.* That, in the opinion of this Conference, the introduction of an entrance examination to the service in accordance with paragraph 2 of the Charter and the re-introduction of an examination as a condition of promotion out of the general division, should be deferred until after the probable effect of the General Education Certificate (to be introduced by the Ministry

of Education in 1951) has been ascertained and that the Staff Side of the National Joint Council be advised accordingly.

## 52. Notice of motion by the Manchester Branch.

That this Conference is of the opinion that the intermediate examinations of professional bodies or universities or, where there is no intermediate, half of the final examination, should be accepted as equivalent to the Promotion Examination for the purpose of paragraph 28 of the National Charter, and instructs the National Executive Council to make representations to that end.

## 53. Notice of motion by the North Northants Branch.

That the National Executive Council be requested to press for the recognition of intermediate examinations of any recognised professional institute listed in Appendix "B" of the Scheme of Conditions of Service as ranking at least equivalent to that of the Promotion Examination for the purposes of paragraph 28 of Conditions of Service.

## 54. Notice of motion by the St. Marylebone Branch.

That the Association do make representations to the Local Government Examinations Board, the National Joint Council and any other appropriate body, with the view of securing that the intermediate examination of recognised professional institutes shall be accepted as an alternative to the Promotion Examination for the purposes of paragraph 28 of the Scheme of Conditions of Service.

## 55. Notice of motion by the Fleetwood Branch.

That this Conference directs the National Executive Council to take all possible steps to secure an amendment of the Scheme of Conditions of Service as will provide for a division of the Promotion Examination bar into two parts, the first part to be an intermediate standard (or equivalent) of one of the recognised examining bodies to operate for promotion from the general division to any grade up to and including A.P.T. IV, and the second part to be the final standard (or equivalent) to operate for promotion from grade A.P.T. IV to any higher grade.

## 56. Notice of motion by the Manchester Branch.

That this Conference instructs the National Executive Council to take the necessary action to alter the Scheme of Conditions of Service so that the passing of the Promotion Examination or an accepted alternative will entitle an officer to two increments in the age scale of the general division, the said increments to be retained until he reaches the maximum of, or is promoted above, the general division.

## 57. Notice of motion by the North Riding County Branch.

That this Conference instructs the National Executive Council to press for the amendment of paragraph 29 of the National Charter to provide for the payment of a suitable monetary grant to officers who pass the Promotion Examination.

## 58. Notice of motion by the Hull Branch.

That this Conference re-affirms the resolution passed at the 1948 Annual Conference demanding the equation of the Promotion Examination with the intermediate examinations of approved professional bodies and urges the National Executive Council to make the strongest representations on this matter on the National Joint Council. Further, this Conference expresses its dissatisfaction with the National Joint Council circular No. N.O.35 of October 29, 1948, which ignores the representations made by this Association.

## 59. Notice of motion by the Wimbledon Branch.

That this Conference deprecates the decision of the National Joint Council and the Local Government Examinations Board that only the final examinations of certain examining bodies, including the British Universities, are recognised for promotion purposes, as this decision is contrary to the recommendations of the Departmental Committee on the Qualifications,

## N.E.C. ELECTIONS

Voting papers for the election of the National Executive Council must reach district committee secretaries by May 1.

Recruitment, Training and Promotion of Local Government Officers, such recommendations being given after exhaustive inquiries between the years 1930 and 1934, and that copies of this resolution be forwarded to the associations of local authorities, the National Joint Council, and the Local Government Examinations Board.

## 60. Examinations Recognised by the National Joint Council.

*Notice of motion by the Brigg Branch.* That the Incorporated Association of Architects and Surveyors should be added to the list of professional bodies whose examinations are recognised by the National Joint Council as being appropriate to the local government service.

## 61. Post Entry Training.

*Notice of motion by the Crayford Branch.* That this Conference urges the National Executive Council to stress the vital need for encouragement and assistance with post entry training from employing councils having regard to the high standard of the service desired by the National Joint Council and the difficulties experienced by officers owing to the specialised nature of the majority of the appropriate professional qualifications and the lack of the more conventional facilities for training and study.

## 62. Overtime Payments.

*Notice of motion by the Kent County Branch.* That the ceiling for payment of overtime be raised from £495 to £760 per annum.

## 63. Charter—Sickness Regulations.

*Notice of motion by the Southport Branch.* That this Conference instructs the National Executive Council to press for inclusion in the Scheme of Conditions of Service, the following clause:

An officer who is absent through sickness on any of the statutory or general national holidays shall receive sickness payment and compensatory leave for such days.

## 64. Annual Leave.

*Notice of motion by the Walthamstow Branch.* That this Conference deplores the delay in settling the revision of annual leave entitlement of members as agreed by Conference in 1948, and urges the National Executive Council to press for such revision to come into operation during 1949.

## 65. Notice of motion by the Harrow Branch.

That this Conference instructs the National Executive Council to press for the revision of the National Scheme of Conditions of Service to provide for the grant of additional leave on the occasion of statutory and general national holidays.

## 66. Notice of motion by the Derbyshire Branch.

That the National Executive Council instruct the Staff Side of the National Joint Council to press for an immediate amendment of that

# Charter Amendments : Equal Pay : Electricity Scales

portion of paragraph 11 of the Scheme of Conditions of Service relating to leave on statutory and general national holidays by the addition, after the word "holidays" of the words "and customary local holidays." (The sentence will then read : "The foregoing leave is in addition to statutory and general national holidays and customary local holidays.")

## 67. Revision of Establishments.

### Notice of motion by the Coventry Branch.

That this Conference approves the compulsory revision of establishments to provide a minimum ratio of higher grade posts proportional

## P.R., EDUCATION, AND EDITORS' MEETINGS

Meetings are being arranged on Sunday, June 12, for branch magazine editors (8 p.m.), and on Monday, June 13, for district public relations officers (9.30 a.m.); branch education secretaries (11 a.m.) and branch public relations officers (2.30 p.m.).

All Conference delegates, and all branch public relations officers, education secretaries, and magazine editors who, though not delegates, are able to attend, will be welcome at these meetings. Members wishing any particular topic to be discussed are asked to write to Headquarters by May 1.

to total staff employed, and for this purpose instructs the National Executive Council to explore the position and to report back to the next Annual Conference.

## 68. Charter Revision.

### Notice of motion by the Nottingham Branch.

That the National Scheme of Conditions of Service be revised to make the conditions thereof more specific.

## 69. Charter—Amendments.

### Notice of motion by the West Midland District Committee and the Coventry Branch.

That this Conference instructs the National Executive Council to arrange, through the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services, for an up-to-date version of the National Charter to be printed and circulated during 1949.

## 70. Period of Notice to Terminate Appointment.

### Notice of motion by the South Western District Committee.

That the National Executive Council be instructed to ask the Staff Side of the National Joint Council to take up with the full Council the question of the adoption of uniform periods of notice to terminate appointments.

## 71. Scottish Charter — Miscellaneous Grades.

### Notice of motion by the Scottish District Committee and the Aberdeen Branch.

That this Conference instructs the National Executive Council to take appropriate action to abolish the "miscellaneous" classes so that members graded within that category may be included in the Scheme of Salaries and Conditions of Service of the National Joint Industrial Council for Local Authority Services (Scotland) and enjoy the full benefits thereof.

## 72. Charter Revision (Scottish).

### Notice of motion by the Scottish District Committee and the Edinburgh Branch.

That this Conference considers the time opportune for a complete revision of the national Charter and accordingly recommends that the Charter as it stands at present should be replaced by a Charter based substantially on that operating in the civil service.

## 73. Equal Pay for Equal Work.

### Notice of motion by the Chislehurst and Sidcup Branch.

That this Conference instructs the National Executive Council to press forward with the maximum effort to secure through the National

Joint Council the realisation of equal pay for men and women for equal work within *all* grades of the national Charter.

74. Notice of motion by the Liverpool Branch. That this Conference greatly deplores the fact that no progress has been made in the campaign for equal pay for equal work. Conference, therefore, instructs the National Executive Council, as a temporary measure, to ensure through the National Joint Council that the salaries paid to women officers in the general, clerical and higher clerical divisions be advanced to 90 per cent. of the male rates, pending the result of negotiations on equal pay for equal work.

## 75. Scales and Conditions of Service for Nationalised Industries.

### Notice of motion by the Rochester Electricity Branch.

That this Conference views with apprehension the tendency of the National Executive Council to base their claims for salaries and conditions of service for the nationalised industries on the Charter and instructs the National Executive Council to use an improvement on the most advantageous conditions contained in agreements already existing in these industries prior to nationalisation as a basis for future negotiations.

## 76. Charter—Electricity.

### Notice of motion by the South Western Electricity Board, Headquarters Branch.

That this Conference is of the opinion that, having regard to the serious anomalies and hardships at present existent under the Extended Interim Scales, the National Executive Council take steps to remove retrospectively the restrictions on the payment of overtime, and ensure the strict observance of the N A L G O policy of "Charter conditions as a minimum."

## 77. Policy for the Electricity Supply Industry.

Notice of motion by the Bristol Electricity Branch. That this Conference instructs the National Executive Council to formulate a service conditions and wages policy for clerical and administrative workers in the electricity supply industry and to submit this policy to the district electricity consultative committees and to electricity branches for discussion before concluding a permanent agreement with the Employers' Side of the National Joint Council.

## 78. Electricity Act 1947—Appeal Board.

### Notice of motion by the Surrey Electricity Branch.

That this Conference instructs the National Executive Council to approach the British Electricity Authority and request them to set up an independent appeal board to consider any case of what is considered to be unfair treatment of any member of the staff of the area boards and generating divisions in respect of redundancy or alteration of status or position in the electricity supply industry, due to the implementation of the Electricity Act, 1947.

## 79. Recruitment of Water Supply Staffs.

### Notice of motion by the Bushey and District Water Branch.

That this Conference instructs the National Executive Council to take all necessary steps, including the appointment of a national organiser, to inaugurate a national drive to recruit into membership of the Association the clerical, administrative, professional, and technical staffs of the water supply industry; to organise them and encourage them to form branches of the Association wherever these are not already in existence.

## 80. Future Public Relations Policy.

### Notice of motion by the National Executive Council.

That this Conference, recognising that the

expansion of the Association's membership and the increasing complexity of its organisation and activities call for greater emphasis in explaining the work of the Association to members and the work of members to the public, welcomes the report of the National Executive Council on revision of the public relations policy and, in particular, authorises the National Executive Council to set up research panels on the lines indicated in the report to engage in research into matters upon which members are specially qualified to speak, and to publish the results of that research.

## 81. Notice of motion by the Metropolitan District Committee.

That this Conference is of the opinion that the success of the public relations policy of the Association depends upon the measures taken by the National Executive Council and the lead given by individual members of that Council :

(i) to secure the appointment of district and branch public relations officers to a much greater extent than at present ;

(ii) to conduct a special campaign to convince branches and members that public relations activities are appropriate and essential to a trade union of the character of N A L G O ;

(iii) to convey to members of N A L G O promptly and regularly, full information on the policy and activities of the Council ; and it instructs the National Executive Council to take special measures accordingly.

## 82. 'Local Government Service.'

Notice of motion by the Essex County Branch. That this Conference calls for a big improvement in the style, lay-out, contents, and materials used in the production of "Local Government Service" in order to make it more interesting and attractive to read.

## 83. Superannuation Amendments.

### Notice of motion by the Coventry Branch.

That this Conference instructs the National Executive Council to press for a revision of the Local Government Superannuation Act, 1937, to oblige local authorities to return contributions with interest to officers voluntarily leaving the service,

## ANCILLARY A.G.M.s

Annual general meetings of the Ancillaries will be held at the Music Hall, Aberdeen, on June 17: Provident Society (9.30 a.m.); Building Society (11 a.m.); and LOGOMIA (2.30 p.m.).

## 84. Notice of motion by the North Devon Branch.

That this Conference approves and endorses the action already taken by the National Executive Council in endeavouring to secure new statutory provision for superannuation payments to the spouse or other dependent relative of a deceased local government officer and urges continued efforts to attain this desirable end and in particular to secure such payments when the death of the officer occurs before his becoming entitled to a superannuation allowance.

## 85. Notice of motion by the Norwich Branch.

That the National Executive Council do press for an amendment to the Superannuation Act which will allow it being optional for female staff to retire on pension at the age of 60 years or over, after having completed 30 years' service under the Act.

## 86. Notice of motion by the Norfolk County Branch.

That at the appropriate time the Association should press for an amendment of the Local Government Superannuation Act to provide for optional retirement with a pension at 60

# Call for New Local

# Government Reconstruction Proposals

years of age after a qualifying period of 30 years' service, and that the award of such pension shall not be conditional upon being in the service at 60 years of age.

## 87. Children's Act, 1948.

*Notice of motion by the Education Welfare Officers' National Association.*

That this Conference deplores the fact that the Home Office has still issued no regulations under the Children's Act, 1948, despite repeated promises made by the Home Secretary during the Committee stages of the Children's Bill. In particular, it deplores the fact that no regulations have been issued concerning the interchange of information between Children's Officers and Education Welfare Officers.

## 88. Benevolent and Orphan Fund—Scale of Allowances.

*Notice of motion by the Yorkshire District Committee.*

That this Conference views with concern the decision of the National Executive Council not to make known to branch Benevolent and Orphan Fund secretaries the guiding scale for assistance to beneficiaries, and, being of the opinion that the publication of the scale would materially assist branch officers in their consideration of applications submitted to them by prospective beneficiaries, instructs the National Executive Council to issue the scale to branches forthwith.

## 89. Notices of Motion arising from the Report of the National Executive Council.

*Notice of motion by the Metropolitan District Committee.*

That the National Executive Council be instructed to ensure that, in future years, provision is made for the inclusion in the Agenda of Annual Conference of notices of motion on matters directly arising from the Annual Report.

## 90. Interchange of Staffs.

*Notice of motion by the Leyton Branch.*

That in order to promote the efficiency of local government officers, the National Executive Council be authorised to assist financially, either by loan or outright grant, members who are participating in any scheme for the interchange of staffs, whether such scheme is a national or international one.

## 91. Accommodation for Staff.

*Notice of motion by the Hemsworth Branch.*  
That this Conference is of the opinion that it should be made compulsory for local authorities, when advertising for staff, to offer accommodation wherein the staff may reside.

## 92. Allocation of Rationed Foodstuffs to Canteens.

*Notice of motion by the Hackney Branch.*  
That this Conference, whilst recognising the claims of industrial canteens for manual workers to some priority in the allocation of rationed foodstuffs, is nevertheless of the opinion that the present disparity between the various classes of canteen is far too wide, and appeals to the Minister of Food to review the present basis of allocation with a view to a more equitable distribution of all available supplies.

## 93. Future Structure of Local Government.

*Notice of motion by the Birmingham Branch.*  
That this Conference instructs the National Executive Council to set up a new Reconstruction Committee to consider the formulation of proposals for the future structure of local government as the interim report of the Reconstruction Committee set up in 1941 is now out of date.

## 94. Title of the Association.

*Notice of motion by the Leeds Hospitals Branch.*  
That this Conference considers that, in view of the difficulties experienced in the recruitment of former voluntary hospital staffs, immediate

attention be given to the change in title of the Association, by virtue of its local government attachment.

## 95. Strike Action.

*Notice of motion by the Coventry Branch.*

That the principle acknowledging strike action contained in the resolution of the National Executive Council dated April 9, 1921, be affirmed by Conference, but, that the requirement of 90 per cent. vote of the membership of

That, having regard to the resolution passed at the 1948 Conference, arising out of paragraph 57 of the National Executive Council report and contained in paragraph 32 of the Minutes, the General Secretary of the Association be instructed, in the light of the terms of the said resolution, to consider the question of the proper representation on the National Executive Council of the smaller branches and to incorporate such considerations in the scheme to be submitted to the 1950 Conference.

*Note.—The resolution referred to, moved by the National Executive Council, was as follows :*

*That, notwithstanding Rule 50 of the Association's Rules and Constitution and any further increase in membership the number of members of the National Executive Council elected in and for the several districts in consequence of that rule be limited to the number declared to be so elected at this Conference ; that such limitation have effect until the Annual Conference to be held in 1950, it being understood that the Council shall submit an alternative to Rule 50 for consideration and approval by the 1950 Conference ; and that Rule 50 cease to have effect in the meantime.*

## 100. Benevolent and Orphan Fund—Birthday Gifts.

*Notice of motion by the Reading Branch.*

That this Conference is of opinion that the birthday gift to war orphans authorised by the Benevolent and Orphan Fund should be made to all fatherless children eligible to Benevolent and Orphan Fund benefit, and should not necessarily be discontinued upon the re-marriage of the mother.

## 101. Convalescent Home.

*Notice of motion by the South Shields Branch.*

That the National Executive Council make the necessary arrangements for the establishment of a convalescent home which would be more easy of access to, and serve the needs of, Northern and Scottish members.

## 102. Convalescent Home Fund.

*Notice of motion by the Sheffield Branch.*

That in view of the acknowledged demand for convalescent home treatment as an auxiliary to the National Health Service, the National Executive Council be instructed forthwith to establish and operate a "Convalescent Home Fund" scheme on an insurance basis, to accord with the following general principles :—

(i) The scheme to be self-supporting.

(ii) Membership to be confined to members of NALGO on payment of a flat rate subscription at the initial rate of 1d. per week.

(iii) Residence at "Knole Lodge" or other approved convalescent home for a period not normally exceeding two weeks, together with necessary travelling expenses, to be provided for members and/or their bona fide dependants on submission of "approved" medical evidence.

(iv) Surplus revenue as it accumulates to be utilised for the ultimate provision of further suitable premises to augment the facilities at "Knole Lodge."

## 103. Booklet of Branch Organisation and Management.

*Notice of motion by the Croydon Branch.*

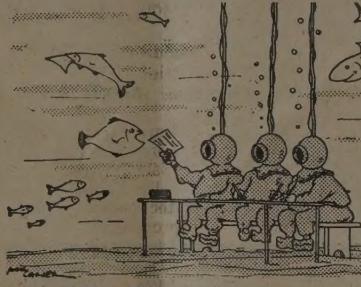
That this Conference instructs the National Executive Council to have a booklet prepared which will give guidance to branches on all matters of branch organisation and management, with particular reference, *inter alia*, to the method of appointment, duties and qualifications of officers, the conduct and regulation of meetings, and the preparation and presentation of reports.

## 104. Training of Branch Officers.

*Notice of motion by the Scottish District Committee and the Glasgow Branch.*

That this Conference instructs the National Executive Council, as part of its education policy, to encourage the study of the history,

## This Local Government!



"A Fishery Board may issue licences to fish" — from a well-known text book on local government law.

Five shillings goes to S. R. SCOTT, Middlesex, for this idea.

## Association May

## Be Extended to Northern Ireland

organisation, and methods of trade unions with a view to the development and training of future branch officers and, as a first step, to prepare a syllabus for use in branches and districts.

### 105. Insurance for Conference Delegates.

*Notice of motion by the West Riding Mental Hospitals Branch.*

That this Conference asks the National Executive Council to give consideration to a block travelling and day-to-day insurance of all bona fide members attending the Annual Conference; this insurance to cover Conference members from the moment they leave their homes to returning to the same. The cost of such insurance to be borne by the Association.

### 106. Recruitment in Northern Ireland.

*Notice of motion by the National Executive Council.*

That, having regard to the fact that the Rules of the Association provide for recruitment in Northern Ireland, that no steps have so far been taken in regard to the establishment of the Association there, but that the matter is under consideration by the National Executive Council, the National Executive Council be authorised, in the event of its deciding to establish the Association in Northern Ireland, to adapt the Rules of the Association as may be necessary to provide for transitional arrangements until such time as recruitment justifies the application of the normal Rules of the Association in respect of District and Branch machinery and all other matters in respect of Northern Ireland membership.

### 107. Ballot of Members.

*Notice of motion by the National Executive Council.*

That the Rules of the Association be amended to include the following:—

*Ballots.*

(a) A Conference may by resolution direct that a ballot of all the members of the Association shall be taken on any matter, provided that notice of the proposal has been set forth on the agenda, and provided also that at least two-thirds of the representatives present and voting vote for the resolution or, in the case of a card vote, that at least two-thirds of the votes cast are for the resolution.

(b) In directing that a ballot shall be taken, a Conference may also direct:—

(i) that the vote of the majority of such members shall determine the matter as though it had been decided by the Conference; or

(ii) that the vote of the majority of members voting shall so determine the matter; or

(iii) that the result of the voting shall be reported to the next ensuing Conference for consideration in the determination of the matter on which the ballot was taken.

Provided, however, that in the event of a ballot being directed to determine a matter which, if it had been determined by Conference, would have required a specific majority in favour in accordance with these Rules, the Conference shall direct that such a majority shall be necessary to determine the matter by ballot.

(c) In the event of a Conference directing under (i) or (ii) of paragraph (b) or of the proviso thereto, the Council shall without delay act in accordance with the vote of the majority stipulated by the Conference.

(d) Unless otherwise directed by the Conference at the time, the persons entitled to vote in the ballot shall be those who are members of the Association on the first day of the month following the date on which the direction is given under paragraph (a).

(e) The Council shall ensure that the ballot shall take place as soon as possible after the date of direction, and shall be responsible for all the administrative arrangements relating to the ballot and the counting of the votes.

(f) The result of a ballot shall be published in the Association's Journal by the General Secretary as soon as possible after it is known to him.

(g) For the purpose of this Rule:

"Conference" means an Annual Conference or a Special Conference.

"members" does not include retired members or honorary members.

## CONFERENCE DISPLAYS

Headquarters is arranging two exhibitions for Conference delegates—"YOUR NALGO," a representation of the Association's organisation and activities, and "BRANCH MAGAZINES," a complete collection of all the magazines now in publication. Both exhibitions will be held in the ballroom at the Music Hall, adjoining the Conference Hall.

### 108. Rule 2 — "Local Government Officer"

*Notice of motion by the National Executive Council.*

Delete the existing definition and substitute:—"Local Government Officer" means any whole-time or part-time officer (including an articled pupil) employed under any public or local Act of Parliament or other provision having reference to local government in Great Britain, the Isle of Man, or Northern Ireland, or who is paid directly or indirectly by:

(a) a local authority; or

(b) a board or other authority to which any of the functions of a local authority have been transferred by any public or local Act of Parliament (other than a board or other authority whose employees are normally recruited in accordance with regulations made, or certificates of qualification issued, by the Civil Service Commissioners); or

(c) any persons authorised by any enactment, statutory order, statutory instrument, or Memorandum of Association (either by delegation of functions or otherwise) to construct, work, or carry on any dock, harbour, tramway, road passenger transport, gas, electricity, water or other public undertaking; or

(d) a board or other authority authorised by enactment or by charter of incorporation or otherwise to undertake hospital or public health services.

For the purpose of this definition "Officer" means an employee as to whom either of the following conditions is satisfied, that is to say:—

(a) that his duties are wholly or mainly administrative, professional, technical or clerical; or

(b) that his remuneration is at a rate greater than £250 per annum and that his employment is not by way of manual labour.

*Definition of "Member."*

Delete paragraph (b) of the existing definition and substitute:

(b) A person who was a member of the Association at any time during the period commencing on the 1st day of November, 1938, and ending on the 12th day of May, 1940, and who, not having been a Local Government Officer as defined in this Rule since the latter date, continues his membership thereafter;

*Definition of "Retired Member."*

Add at end:—

"or to represent a District Committee or a Branch at an Annual or Special Conference."

### 109. Rule 6—Classes of Membership.

*Notice of motion by the National Executive Council.*

Delete the existing rule and substitute:—There shall be the following classes of membership: (a) Members, (b) Honorary members, (c) Retired members.

### 110. Rule 9—Violation of Rules and Misconduct.

*Notice of motion by the National Executive Council.*

Delete the existing rule and substitute:—

(a) The Council shall consider any charge which may be brought against any member of violation of these Rules, or of conduct detrimental to the Association, provided that the subject matter of the charge is incorporated in a requisition signed by not less than ten members other than members of the Council, and shall also consider any appeal made by a member against a decision of his Branch to expel him from membership of the Branch.

(b) In the event of a requisition being received, the member against whom the charge is made shall be notified in writing by the General Secretary of the nature thereof, and he shall be allowed 21 clear days in which to submit a statement for consideration by the Council concurrently with the charge in question.

(c) If a Branch decides to expel a member in accordance with the provisions of Branch Rules it shall, within 14 days thereafter, notify the General Secretary and the member in writing of its decision, and the General Secretary shall thereupon notify the member in writing of his right of appeal to the Council, which must be made in writing to the General Secretary not later than 21 clear days after the notification to him by the General Secretary. In the event of the Branch failing to notify the General Secretary of its decision, the expulsion of the member from membership of the Branch shall not be effective.

(d) The Council may expel the member if it considers the case against him to be proved to its satisfaction, and its decision shall be final. The General Secretary shall notify the parties concerned of the Council's decision forthwith by registered post.

(e) The member concerned shall be allowed, if he so desires, to attend before the Council when the charge or his appeal is considered and to state his case either personally or through some person nominated by him. A representative of the signatories to the requisition, or, in the case of an appeal by the member, of his Branch, shall also be allowed to attend to state their case.

*Provided, however, that when a tribunal has been appointed in accordance with paragraph (f) of this Rule, the persons concerned shall be allowed to attend before the tribunal only.*

(f) The Council may in any particular case delegate its functions under the preceding provisions of this Rule to a tribunal composed of such of its members as it may appoint, and if it so delegates the decision of the tribunal shall be final.

(g) The Council may also expel any member whom it shall deem to have violated these Rules or to have been guilty of conduct prejudicial to the interests of the Association without awaiting a requisition or a Branch decision, but before doing so it shall acquaint the member and his Branch in writing of its intention and shall give him an opportunity to attend before the Council or before such tribunal as it may appoint from its members and to state his case either personally or

## Alteration of Membership Subscriptions Proposed

through some other person nominated by him. Provided, however :

(i) the General Secretary shall notify the member and his Branch forthwith by registered post of the Council's decision to expel him.

(ii) the member shall have a right of appeal to the next ensuing Annual Conference against a decision of the Council to expel him, which appeal must be made in writing to the General Secretary within one month after the Council's decision has been notified to him ;

(iii) the Council's decision shall not take effect until the time within which the member may appeal has expired, or, in the event of an appeal being received, unless ratified by Conference.

(h) A member expelled under the provisions of this Rule, or who, having been expelled under the provisions of Branch Rules, has not appealed to the Council within the prescribed period, shall cease to be a member and shall forfeit all rights and privileges of membership, and shall not again become a member of the Association except with the consent of the Council.

Insert the following after Rule 9 :—

### 10. Termination of Membership.

A person who ceases to be a local government officer or a member as defined in Rule 2 of these Rules shall thereupon cease to be a member of the Association.

### 111. Rule 10—Scale of Subscriptions.

*Notice of motion by the Huddersfield Branch.* That Article 1 in the resolution passed under Rule 10 (a) at the Conference of 1947 prescribing the subscriptions payable by members and the basis thereof, be deleted and the following substituted therefor :

Salary	Subscription per month
s. d.	
Not exceeding £160 p.a. . . . .	1 1
Exceeding £160, but not exceeding £260 p.a. . . . .	1 8
Exceeding £260, but not exceeding £400 p.a. . . . .	2 2
Exceeding £400, but not exceeding £500 p.a. . . . .	2 9
Exceeding £500, but not exceeding £610 p.a. . . . .	3 4
Exceeding £610, but not exceeding £760 p.a. . . . .	3 11
Exceeding £760 p.a. . . . .	4 6
Retired Members (per annum) . . . . .	5 0
Members in H.M. Forces . . . . .	Nil

### 112. Notice of motion by the West Ham Branch.

Revised rates of subscriptions as from 1st November, 1949 :

That the following scale be substituted for the existing :

Not exceeding £52 p.a. . . . .	s. p.a.
Exceeding £52 but not exceeding £120 . . . . .	12 p.a.
Exceeding £120 but not exceeding £260 . . . . .	24 p.a.
Exceeding £260 but not exceeding £350 . . . . .	30 p.a.
Exceeding £350 but not exceeding £450 . . . . .	39 p.a.
Exceeding £450 but not exceeding £600 . . . . .	48 p.a.
Exceeding £600 p.a. . . . .	60 p.a.
Retired Members . . . . .	5 p.a.

### 113. Notice of motion by the National Executive Council.

That the following addition be made to the resolution passed under Rule 10 (a) at the Conference of 1947 prescribing the subscriptions payable by members and the basis thereof :— At the end of Article 1 in the said resolution add the words :—

"A member called up for training under the National Service Act, 1948, shall be excused payment of subscriptions during the period of his training."

### 114. Notice of motion by the West Ham Branch.

That the existing Rule providing that 35 per cent. (40 per cent. in special cases) be retained by branches be amended to read "40 per cent. (45 per cent. in special cases)". In the case of retired members this percentage to be doubled.

### 115. Notice of motion by the Sleaford and East Kesteven Branch.

That the following amendment be made to the resolution passed under Rule 10 (a) at the 1947



"Dear Sir—With reference to the offensively insolent cartoon appearing in the February 'L.G.S.', peg-making technicians ask me to protest strongly against the way to which a clothes peg is put!"—This cartoon was the unsolicited contribution of A. J. MORTIMER, Brighton, who, though himself "one of the sensitive profession," considers that some of his fellow sanitary inspectors "appear to have lost their sense of humour, proportion and everything else."

Conference prescribing the subscriptions payable by members. Article 6 in the said resolution to read as follows :

"The percentage of the total amount collected in subscriptions during each year to be retained by all Branches shall be 40 per cent."

### 116. Notice of motion by the Lewisham Branch.

That with effect from 1st November, 1949, the minimum membership contribution to the Benevolent and Orphan Fund should be determined by reference to the following scale :

Salary including bonus, fees and emoluments at 1st November in each year . . . . .	Benevolent and Orphan Fund contribution (per month) . . . . .
Not exceeding £52 p.a. (minimum) . . . . .	3
Exceeding £52 but not exceeding £120 . . . . .	3
Exceeding £120 but not exceeding £260 . . . . .	4
Exceeding £260 but not exceeding £350 . . . . .	4
Exceeding £350 but not exceeding £450 . . . . .	6
Exceeding £450 but not exceeding £600 . . . . .	8
Exceeding £600 p.a. . . . .	60 p.a.
Retired Members . . . . .	5 p.a.

### 117. National Executive Council Elections.

*Notice of motion by the West Midland District Committee.* That Rules 41 and 42 be deleted, and the following substituted therefor :—

"41. Voting Papers. (a) The General Secretary shall not later than the 8th day of April forward to the Secretary

of each Branch which has complied with Rule 12, a voting paper and an addressed envelope for the return of such voting paper.

(b) A certificate of posting the paper shall be taken as sufficient proof that each Branch has received its voting paper.

(c) The voting paper must contain the names of the Branches from which the respective nominations emanate, and also the name of the Branch of each of the respective nominees.

(d) Each Branch shall return the voting paper in the addressed envelope, duly sealed, to the Secretary of the District Committee for its electoral area not later than the 1st day of May.

### 42. Voting.

Each Branch shall be entitled to as many votes as there are members of the Council to be elected for its electoral area. A Branch must vote for a number of candidates equal to the number to be elected for its electoral area. For the purpose of counting of the votes, each vote recorded by a Branch shall be multiplied by the number of members of the Branch as shown in the Branch's audited summary sheets for the previous year ending the 31st day of October, forwarded to the General Secretary in accordance with the provisions of Rule 12."

That Rule 13 (b) be amended by the deletion of the words "the members of" in the penultimate line of the Rule.

### 118. Conference Agenda.

#### *Notice of motion by the Glasgow Branch.*

That this Conference approves that steps be taken to alter the Association's rules to provide as follows :—

(a) that Conference each year shall elect an Agenda Committee, consisting of four members of the National Executive Council and eight members from the floor of Conference ;

(b) that this Committee shall meet as may be required before the following year's Conference for the purpose of combining or deleting motions and amendments so that, wherever possible, not more than one motion and three amendments on the same subject shall appear on the Conference agenda ;

(c) that all such alteration or deletion of motions or amendments shall be done by agreement with the Branches or District Committees which have put them forward.

### 119. Notice of motion by the Finchley Branch.

(a) That the last date for receiving at Headquarters notices of motion for the Conference Agenda from Branches be the 1st of January, 5 p.m. and from the National Executive Council, the 31st January.

(b) That the last date for receiving at Headquarters amendments to notices of motion be the 15th of February, 5 p.m.

(c) That the National Executive Council be authorised to make all consequential amendments to the Constitution and Standing Orders.

(d) That the revised dates become effective as at the cessation of the 1949 Conference.

120. Notice of motion by the Fulham Branch. That Conference sessions be devoted entirely to consideration of motions on the Agenda. That an evening be set aside for addresses to delegates, presentation of prizes, and similar matters.

### 121. Induction of New President.

### 122. Vote of Thanks to Retiring President.

### 123. Any other Competent Business.

## N.E.C. Routs Critics of Service Conditions Policy

APPROVAL of the preliminary agenda for Conference, reported on the preceding pages, and of the annual report, occupied only a fraction—and the least contentious fraction—of what was one of the liveliest, and longest, meetings of the Council for some time past, keeping members in session from 9.30 a.m. to 7.30 p.m. on March 12.

Primary cause of the liveliness was the criticism expressed by a small group of members, mainly from the Metropolitan district, of what one of them described as the "masterly inactivity" of the service conditions committee and the "inadequacy" of its reports. The critics began their assault with the unprecedented step of moving the reference back of the whole report. When this move was defeated by an overwhelming majority, they raised objections to many of the items in it, but on each occasion were decisively outvoted.

### "NALGO Democracy"

At its January meeting, the critics' spokesman declared, the service conditions committee had sat for six hours, considered 64 items, and presented a report of 23 foolscap pages. Yet, of those 64 items, 19 were merely "noted," eight were "deferred," on five the committee decided to take no action, and in respect of seven it directed "that a suitable reply be sent."

If the reports of the service conditions committee were unintelligible to the N.E.C., he asked, how could the average member be expected to know what was going on?

Supporting him, a fellow critic wondered at the strange workings of N A L G O democracy. Its major principles appeared to be that if it was the duty of Conference to lay down policy, it was the duty of the N.E.C. to see that that policy was not carried out, and if it was the duty of the N.E.C. to govern between Conferences, procedure was designed to ensure that it did nothing. Some committees, such as the law and parliamentary and public relations committees, were working with expedition, but the service conditions committee found it necessary to remit everything to other committees and to sub-committees, to hash over policy. It was impossible, with this inadequate and indirect reporting from the committee, for the N.E.C. to carry out policy. Too often the Council did not hear the committee's proposals until they had become *faits accomplis*.

### "Committee Not Inactive"

The committee, declared other speakers, seemed to go out of its way to postpone action or to do as little as possible—though it interfered in the activities of other standing committees to such an extent that none was master in its own house. Although it was a major object of the Association to improve the salaries and conditions of members, the committee apparently had no policy except "the time is not opportune."

Replying, leaders of the service conditions committee stoutly rebutted these charges. The committee, they explained, "noted" matters of information properly submitted to it by the officers—what else should it do with them?—took no action only where action was unnecessary, "deferred" matters about which it needed more information, and recorded the dispatch of "appropriate replies" in respect of matters of secondary importance or on which policy was settled. The committee was certainly not inactive—but if its work was restricted, this was because members could not give more time than they did now. It was the fixed object of the committee to improve conditions and continuous efforts to do that had been, and were being, made; but the staff side had been told plainly by the employers that there was no prospect of getting anything more at present,

and no practicable suggestion to overcome the difficulties had been made. This statement clearly satisfied the majority of the N.E.C., which went on to consider specific points on the reports of the various committees. Its decisions on these included:

**Local Government Working Party.**—It was agreed not to seek representation for N A L G O on this body which has been set

represented on it, it could have only minority representation. Were the majority to reach conclusions to which the Association was opposed, it would be placed in a most embarrassing position—particularly since the terms of reference of the Working Party committed it to reduction of local government staffs. It would be better, supporters of this view urged, for the Association to stay outside, preserving its independence and its freedom to make representations to the Working Party and to object to any of its proposals which might adversely affect members.

The majority of the Council supported this view and decided not to press for representation on the Working Party.

### No "Charter as Minimum"

**Salary Scales for Typists, Shorthand Typists, and Machine Operators.**—The Council decided to refer to the staff side of the N.J.C. for action at the appropriate time the interim salary scales which have been negotiated for these groups in the electricity supply industry. Some members opposed this action on the ground that the Council had previously advised branches to seek improvement for these officers by regrading into the clerical division. Such re-grading would give them £50 above the general division maximum, whereas the electricity scales provided for only £13 more. Against this, it was pointed out that there was no hope of getting all shorthand typists into the clerical division, and the electricity scales would, if adopted, secure for them at least some benefit. The Council supported this view.

**Charter as a Minimum.**—After another lengthy debate, the Council approved a resolution of the service conditions committee declaring that, if branches were permitted to negotiate with individual authorities for variations from the Charter, the inevitable result would be the breakdown of Whitleyism. Advocates of the Charter as a minimum had argued that many local authorities were already going beyond the Charter rates because of the difficulty of getting staffs. One Metropolitan member thought that, although a unilateral departure from the national scales and agreement was not desirable, there could be an agreement, similar to one operating for manual staffs before the war, whereby overall additions to the negotiated scales might be made up to a certain level subject to the consent of the district auditor.

### Inconsistent Claim

Supporters of the Committee's attitude, on the other hand pointed out that it was impracticable to have a *system of scales* and a *minimum standard* at the same time. If a man was too good for A.P.T. II, he should be given not A.P.T. II plus, but A.P.T. III. One of the most urgent spokesmen on this side came from Scotland, where, he said, national standards had not yet been fully established as a result of "this cursed grouping system." N A L G O had nailed its flag to the Whitley mast, he declared, so let it carry on—and the majority supported his view.

**Status of Special Nurses, and Recognition of Examinations.**—An appeal to the Council on behalf of these classes of nurse was made by one of the women members, who saw in pending legislation a threat to abolish the supplementary register which would imperil the status of infectious diseases and children's nurses and withdraw State recognition of examinations taken in orthopaedic and tuberculosis hospitals. The Council decided to investigate the matter.

**N.C.I. and Holiday Centres.**—The Council appointed a special committee of nine members

**THE NALGO BENEVOLENT AND ORPHAN FUND**  
acknowledges a donation of £81.10s. [£81 pounds ten shillings & sixpence]  
subscribed, as a result of his wish by the colleagues and friends of

**JIM RATCLIFFE**  
late member & Chairman of the  
Gloucestershire Branch of NALGO  
who died 7th November 1948  
R. Hearn, Chairman of the Benevolent & Orphan Fund  
John ... General Secretary of the Association

National Association of Local Government Officers  
2, York Gate, Regents Park, London, N.W.1

This certificate, lettered on vellum by Miss E. D. Idle, a former member of Headquarters staff, has been presented to Gloucestershire branch, in recognition of a donation of £81 10s. 6d. to the Benevolent Fund, in memory of the late JAMES RATCLIFFE. Mr. Ratcliffe, a leading member of the branch, directed before his death that there should be no flowers at his funeral, but suggested that, instead, his friends might make donations to the Fund. This they did, raising this magnificent total.

up by the Government and the associations of local authorities to "review and co-ordinate the existing arrangements for ensuring economy in the use of manpower by local authorities and by those government departments which are concerned with local government matters, and to examine in particular the distribution of functions between central and local government and the possibility of relaxing departmental supervision of local authorities' activities and delegating more responsibility to local authorities."

Some members wanted N A L G O to press for representation, on the grounds that the Working Party's recommendations might affect the daily lives of large numbers of members, and that every other Working Party set up for particular industries had been composed of representatives of employees as well as of employers. "If we don't get in," declared one, "we shall be faced with decisions in the framing of which we have had no voice, and which the Government will adopt, without giving us any chance to state our views. We should move heaven and earth to get in." The local authority associations knew nothing of the problems which had to be faced by officers in handling the executive work put upon them, and this Working Party was of greater interest to N A L G O than any other body set up by the Government in the past twenty years.

Against this view, it was pointed out that the Working Party would be composed almost entirely of employers and if N A L G O were

to investigate and report on the activities of the NALGO Correspondence Institute and the holiday centres, and to make recommendations on their future policy. This decision arose from a report from the finance committee that the N.C.I. had made a loss of more than £2,000 on the year's working, and that the holiday centres had experienced a revenue deficiency. The special committee is composed of the chairmen and vice-chairmen of the finance, education, and special activities committees, and three independent members of the Council.

**Re-Adaptation of Association Machinery.**—Members considered a detailed report by the General Secretary (the culminating one of a series over the last year or two) on the reorganisation of the Association in the light of its changing membership. Conference will be asked to approve a broad scheme which will allow for the continuance of the branch, the N.E.C., and suitable consultative machinery, and will attempt to preserve the district committee system in some appropriate form. Approval in principle will also be sought for an increase in subscriptions to provide the higher revenue necessary to give effect to this scheme, and detailed plans will be submitted to the 1950 Conference.

### Joint Council and Education

**Education Policy.**—There was a long discussion on the desirability of suggesting to the National Joint Council that it should set up an education committee to deal with education matters on joint negotiating lines. Supporters of this policy complained that the Local Government Examinations Board, to which the N.J.C. was now referring educational matters, was not a joint negotiating body, and had a strongly academic membership. Many educational matters had service conditions implications and ought, therefore, to be subject to the machinery of joint negotiation. While there was general agreement on the validity of this argument, members of the service conditions committee contended that it would be impolitic to press for an education committee now when the National Joint Council was already overworked, and the Council supported this view, deciding to defer further consideration of the matter until October.

**Promotion Examination.**—Another lively discussion followed on a proposal of the education committee that the general secretary should ask the Local Government Examinations Board if it would, in future, provide reports on the promotion examination likely to be helpful to those preparing students for examination. This action was challenged by spokesmen of the service conditions committee, on the ground that all approaches to the examinations board should be made through the staff side of the National Joint Council. Spokesmen of the education committee, on the other hand, while agreeing that service conditions matters should be routed through the staff side, argued that this particular matter was purely academic. Other bodies made representations direct to the examinations board and had them considered without the long delay imposed by the necessity to go through the staff side. But the service conditions spokesman insisted that, to allow direct representation to the board, would cause confusion and denied that transmission through the staff side would involve delay. On this assurance, the Council agreed to transmit the request through the staff side.

**Retention of Staff After Superannuable Age.**—In response to a report that there was a growing disposition in the North-West to oppose the retention of officers after they had reached pensionable age, on the ground that it interfered with promotion of younger officers, it was agreed to refer the problem to the service conditions committee for a considered statement.

**Children and Young Persons Act, 1933.**—The

law and parliamentary committee reported that it had consulted the National, the Liverpool, and the Royal Scottish Societies for the Prevention of Cruelty to Children on the resolution adopted at the 1948 Conference, on the motion of the Education Welfare Officers' National Association, calling for amendment of the Act to make it compulsory on local authorities to take proceedings in cases of child neglect. All three societies had opposed the proposal, and the committee therefore recommended that no action be taken. One member moved the



"Ingenious, Willoughby, the way you get short listed at Wembley every April."

reference back of this recommendation on the ground that the committee had not consulted the Educational Welfare Officers' National Association, which had inspired the Conference resolution, and another, supporting him, pointed out that the N.E.C. had already suffered one defeat in Conference on this matter and would be tactically stupid to invite another.

Against this, the chairman of the law and parliamentary committee pointed out that the education welfare officers had already put their view at Conference, and it was thus unnecessary for the committee to consult them. Moreover, the care of children was now a responsibility of the children's committees, not of education welfare officers. The committee had sought the views of the societies previously concerned with the care of children in a voluntary capacity and with considerable experience of the work. The education welfare officers would be informed of the committee's decision before this year's Conference. With this explanation, the Council approved the report.

Mr. E. L. Riley, chairman of the Council, presided, and those present included: Messrs. R. Adams, A. Anderton, W. F. Appleton, R. G. Ashton, A. H. Aubertin, E. F. Bacon, N. W. A. Baker, W. R. Bevers, G. T. Belton, L. Bevan, N. W. Bingham, E. M. Bourne, T. D. Bradford, S. H. Brodie, E. C. R. Chinn, F. C. Corblyshley, G. B. Credland, Miss M. W. Curtin, Messrs. E. R. Davies, J. M. Delves, S. Duncan, J. W. Edmonds, R. Evans, J. Y. Fawcett, A. E. Fitton, D. Galbraith, A. Galton, A. S. Garnett, P. H. Harrold, Dr. I. M. C. Hastilow, Messrs. R. E. Heron, L. W. G. Hetherington, A. F. Hutt, H. W. John, H. R. Jones, H. A. Jury, A. E. Kelly, L. G. Lambe, G. Llewelyn, J. B. McCann, G. G. Martin, J. W. Moss, C. J. Newman, T. Nolan, A. E. Nortrop, A. E. Odell, L. Palmer, J. Penny, J. Pepper, J. P. Phoenix, W. Pitt Steele, Miss F. E. Pole, Messrs. J. H. Robinson, P. P. Rosenthal, W. Rowlands, H. Russell, R. T. Shears, C. A. Smallman, A. Smith, T. Stewart, W. Strother, L. H. Taylor, Miss M. Townson, Messrs. J. S. Underwood, S. C. Wellington, R. B. Webb, and E. A. S. Young.

### Abolition of Examination Grants Opposed

**MEETING** on March 11, the service conditions committee of the N.E.C. decided to oppose a recommendation of the Local Government Examinations Board that local authorities should cease making monetary grants to officers who pass approved examinations, but should, instead, provide appropriate financial assistance to officers undertaking approved courses of study. The committee's

(Continued at foot of next column)

### COUNCIL REQUIRED TO ADOPT CHARTER And Appeals Committee Award

NALGO has won yet another victory before the National Arbitration Tribunal.

On February 18, the Tribunal gave an award in favour of the Association in a dispute with Cwmbran urban district council and ordered the council to increase the salaries of four officers to grades recommended by the provincial council appeals committee and to give effect to the Tribunal's earlier award on consolidation.

Cwmbran adopted the Charter in September, 1946, and graded its staff. Five months later six officers appealed against their gradings. The council rejected the appeals which were then taken to the provincial appeals committee. That committee allowed four of the six, but the council not only persisted in its refusal but rescinded its adoption of the Charter and resigned from the provincial council.

The Association thereupon declared a trade dispute. This was referred by the Minister of Labour to the appeals committee of the National Joint Council and that body also found in favour of the Association's claim.

Whilst these negotiations were in progress, the Association asked Cwmbran to give effect to the consolidation award of the National Arbitration Tribunal with effect from January 1, 1948—its operative date. This it agreed to do—but only for one month, up to the date of its resignation from the provincial council.

At this stage, the Minister referred the matter to the Tribunal, which has now published an award over the signature of Sir JOHN FORSTER, K.C., finding, in favour of the Association on both counts. Cwmbran has accepted the decision and paid arrears of salary to the officers concerned.

(Continued from preceding column)

view was that any system of financial assistance to students should be considered as part of the scheme of post-entry training already provided for in the Charter and should not be regarded as being in substitution for the examination grants.

When the examinations board made its recommendation last year, the staff side of the National Joint Council refused to agree until an acceptable alternative scheme had been submitted, and the joint secretaries of the Council were instructed to prepare such a scheme. They did so, recommending that local authorities should make the following grants to officers taking approved courses of study for approved examinations:

Full entry fee (first attempt); 75 per cent. of tuition, registration, and exemption fees, of actual travelling expenditure incurred in attending study courses and the examination, and of expenses in securing practical training where this is a condition of entry.

In addition, it was recommended that authorities should endeavour to provide full facilities for students to borrow text-books and, where these were not available from public libraries, should pay 50 per cent. of the cost of buying them, up to a maximum of £5.

When these proposals were reported to the education committee of the N.E.C., they were opposed, on the grounds that some local authorities were already providing training facilities in addition to making success awards; that the proposals might create a conflict of responsibility between the employing authority and the appropriate local education authority; and that, to restrict an officer to a course of study suitable to the work of his department was difficult to reconcile with the examinations board's advocacy of mobility between departments.

## GAS SERVICE NOTES

# A Welcome to South Met.—NALGO Breaches B.G.S.A. Stronghold in London Area

THIS month, NALGO welcomes to its ranks 400 salaried officers of the SOUTH METROPOLITAN GAS COMPANY, and, in doing so, dispels any illusion that might still persist that the duty of organising and representing gas staffs in the London area is a monopoly of the British Gas Staffs Association.

The decision of the staff of the undertaking to quit their isolation as an independent staff association and to join forces with NALGO was the result of a ballot following a special meeting called after NALGO Headquarters' officers had interviewed the staff association's executive committee. Ninety per cent. of those eligible voted in favour of joining NALGO—on the advice of their executive committee.

Up to the present, NALGO's membership in London had been small and its seats on the regional joint council few. But the recruitment in the heart of that region of so large a body of officers never before enrolled, collectively, by any other union is a big step forward and brings with it the right to a voice on the joint negotiating council. To-day the South Metropolitan Gas Company lies within the London regional council area but when, after May 1, the present areas are modified, it will be covered by the new South-eastern area council. There, its staff will swell NALGO's numbers and fortify the Association's claim for additional seats on the staff side of the area joint council when set up.

The new branch has been in existence as an association for salaried staff for three years, having been inaugurated shortly before NALGO's constitution was expanded to accept officers of gas companies.

H. J. CLAY, secretary of the staff association, writes that the staff association comes to its new foster parent with many achievements to its credit, including:

The consignment of war bonus with salary;

The negotiation of two cost-of-living bonuses each of an annual £30;

Acceptance by the management of the principle of equal minimum bonuses for both sexes;

The granting of one extra week's holiday, making four weeks in all, to those with 25 years' service;

The official classification of the staff and, for the first time, their notification of it;

The reduction to a minimum of delay in declaring annual increments; and

The appointment to the official staff of many hitherto employed on a weekly basis.

A leading figure in negotiations for these improvements was VERNON HEWES, co-partnership and accident fund secretary, who has served the company for 47 years and who, since 1930, has been elected by the staff as employees' director to a seat on the company's board. He is treasurer of the officers' widows', orphans', and benevolent funds, holds seats on the officers' pension fund and general committee, and, for the past three years, has been a member of the co-partnership

nationalisation committee of the gas industry, and has led several delegations to the Ministry of Fuel and Power in attempts to prevent the abolition of co-partnership.

Mr. Clay, like Mr. Hewes, is also on the pensions, widows', and benevolent funds committees and is, incidentally, vice-chairman of the flourishing Metrogas amateur sports association.

### Branches Regrouping

After hearing addresses by NALGO's national organiser for gas staffs, members in two areas in Staffordshire and Herefordshire resolved to take steps towards regrouping in larger units.

At West Bromwich, a meeting was convened to explore the possibility

NALGO wants

### Organising Officer for Gas Staffs

Applications are invited from men and women for the appointment of an organising officer for gas staffs. The officer appointed will also be required to undertake such other duties as may be assigned.

The salary will be in accordance with APT. Grade VIII of the Association's salary scales (£725 x £25—£800) and the officer appointed will be included in the Association's superannuation scheme.

Applications, giving full particulars of age, education, qualifications, and administrative and/or organising experience and the names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, by April 30, the envelope being marked "Appointment of Organising Officer."

Canvassing members of the National Executive Council will be a disqualification.

of fusion with neighbouring gas branches and gas sections of local government branches. It was attended by representatives of West Bromwich, Smethwick, Tipton, Dudley and Brierley Hill, Oldbury, South Staffordshire and Mond Gas Company, and Walsall, who decided to report back to their parent branches with a recommendation that an exploratory committee be set up to consider the fusion of West Bromwich gas branch with those of adjoining undertakings.

At Hereford, the meeting resolved that the gas members of Hereford branch should remain within it and that its rules should be amended to permit the recruitment into it of gas members of Colwall, Bromyard, Leominster, Ledbury, and other undertakings in Herefordshire.

### New Committee Meets

Few decisions were reached at the first meeting, on February 23 at Gas Industry House, of the new independent committee set up recently to consider the conditions of service of gas staffs pending the establishment of a national joint council for the nationalised industry.

The employers were, represented by Col. H. C. SMITH, deputy chairman of the Gas Council, Dr. A. B. BADGER, its industrial relations officer, and two members of each area board. The staff was repre-

sented by the whole of the staff side of the present national joint council.

Col. Smith, elected to the chair, asked that, since some of the employers were unfamiliar with the matters to be discussed, the meeting should only explore those matters without coming to any decisions. He assured the staff side, however, that the employers were aware of the urgency of the staffs' claims and that they would receive expeditious attention.

The staff side then re-submitted its claims, and committees were set up to consider the following:

**Marginal grades**—The staff's contention that foremen of all grades, meter readers, and prepayment collectors should come within the jurisdiction of the national joint council rather than that of the joint industrial council.

**Conditions of service**—The staff's new claim that, as an interim measure, the employers should grant the following holidays this year without prejudice to those already better off:

Length of Service	Holiday
Up to one year ..	12 working days
From 1-5 years ..	18 working days
Over 15 years ..	24 working days

In view of the employers' desire

## TRANSPORT SERVICE NOTES

# The Future Need Hold No Fears—Provided We Are Strong!

By JOHN LANCASTER

### NALGO Organiser for Transport Staffs

EVENTS in the transport field are moving rapidly just now, although, unfortunately, it is not yet possible to give any concrete information about the effects of nationalisation. Nevertheless, NALGO's transport section is growing.

Whatever happens, the Association, which already has the majority of municipal transport staffs in membership, will protect and maintain the "Charter" salaries and service conditions it has obtained for them. In this connection it is refreshing to note that—as was recorded in "Passenger Transport" on March 11—a deputation from Newcastle has told the Working Party of the Road Transport Executive that, in fixing salaries for professional, technical, and administrative staff, the Transport Commission should have regard to salaries paid for comparable posts in local government.

NALGO will make the same claim for all transport staffs when salaries are being considered. But if the Association is to succeed, municipal transport staffs must play their part, individually and collectively. There is still a good deal of apathy among members. We have still a number of non-members who are content to ride on the backs of their colleagues, and there is an apparent lack of interest in the recruitment of company staffs. We must combat these tendencies—for at a time when every transport officer

to treat expeditiously the proposal to form permanent schemes of conditions of service, holidays, and sick pay, the staff did not press, at this stage, for their immediate introduction.

**Whitley machinery**—The desire of both sides to see the early establishment of a full system of Whitley councils for the nationalised industry. The views of the staff side unions were being obtained when "L.G.S." went to press, for consideration at a meeting to be held on March 21.

The staff side agreed to furnish the employers with a written statement of claim for a £40 bonus in London.

### Mr. Luck Off to Australia

V. J. LUCK, for 13 months the energetic organiser of gas staffs in NALGO, will soon after these words be read embark at Liverpool with his wife and family to take up a post with the state railways of New South Wales. He resigned from the service of the Association last month, leaves England on April 8, and is due to arrive in Sydney on May 10.

Before his appointment to Headquarters staff he was assistant district officer at the Birmingham district office, and before that a senior administrative assistant in the engineer's department of Brentwood urban district. Mr. Luck's successor will be appointed as soon as possible. An advertisement for the vacant post appears elsewhere on this page.

is concerned about his future, it is essential for us to acquire strength, so that our representatives may be at no disadvantage when negotiations are opened. Let me deal with the three points I have mentioned in turn.

**Apathy.** Travelling about the country, I have noted an apparent feeling of complacency and almost of satisfaction among municipal transport staffs. This is dangerous. For, although their salaries and conditions of service are to-day infinitely better than those of their colleagues in company-controlled undertakings, all are likely, in the not too distant future, to be transferred from the sheltered security of municipal life to the British Transport Commission—and what its service will be like none of us yet knows. Some may believe that this will never happen; but all the evidence suggests that it will—and in the interests of all its transport members NALGO must assume the fact. To enable the Association to protect their interests with all its strength, I therefore urge every member who may be apathetic to-day to revive the interest I am sure he once had and become a live member of his branch.

**Non-Members.** I find it difficult to understand how any municipal transport officer, can to-day remain outside NALGO after the Association's long struggles on his behalf and its achievement of pay and conditions which, to many company men, would represent Utopia. I do, however, appeal, to them all, at this delicate stage in the development of

(Continued at foot of next page.)

## HEALTH SERVICE NOTES

## Six Nurses Advise National Organisers on the Terms of their Future Service Policy

THE new sub-committee of nursing staffs set up by NALGO to advise the National Executive Council on matters affecting its nursing members, made a good start at its first meeting on February 26.

The team of nurses selected to speak for the profession is widely representative of it. The first-hand knowledge which that team will bring to the discussions will be of great value to the Council in formulating proposals for a new scheme of salaries and conditions of service for submission to the nurses' functional council.

All the sub-committee's recommendations will come before the Association's service conditions and organisation committee and, ultimately before the N.E.C., for consideration with a view to adoption, but since some are of a highly controversial nature, they may well need detailed consideration by those bodies.

Members of the nurses' team are: Matron—Miss A. Rowe, South Shields general hospital;

Domiciliary Officer—Miss G. Williams, supervisor of midwives, Glamorgan.

Male Senior Tutor—F. Murphy, Black Notley hospital, Braintree.

Ward Sister—Miss V. Forrester, Bow Arrow hospital, Dartford.

Staff Nurse—To be appointed.

Assistant Nurse—Miss L. M. Pepper, Harold Wood hospital.

Student Nurse—Miss D. Heptinstall, Whips Cross hospital.

Matters considered by the sub-committee on the basis of a report from the north-eastern district women's sub-committee and a letter from the Association of Hospital and Welfare Administrators, included:

Age for Commencement of Training.—It was agreed that this should

be lowered to 17, as had already been done in some hospitals, where it had been found satisfactory.

**Responsibility of the Matron.**—The committee considered that whilst the matron could never be relieved of her ultimate responsibility for the nurse's welfare, the immediate jurisdiction over nurses when off duty should be in the hands of a warden.

**Shortened Period of Training.**—The sub-committee accepted the view of the Nurses' Working Party that, with the introduction of a student status for student nurses and the concentration on training that would result therefrom, the shortened period of training suggested in the Working Party's report would be adequate.

**Student Status.**—The committee endorsed NALGO's view that the student nurse's abilities should primarily be devoted to training and not to repetitive duties.

**Student Nurses.**—It was reported that there was a feeling of unrest among student nurses engaged after January 1, last who were, in effect, receiving 10s. a month less than their colleagues engaged before that date when the new "gross allowance" agreement came into force. Nurses engaged before January 1 need pay no income tax on £160 of their annual £200 since that sum may be regarded as emoluments. But nurses engaged after January 1 must pay tax on the full £200; their net pay is therefore £7 16s. 8d., compared with the former's £8 6s. 8d.

Some nurses feared that, following the example set in fixing the remuneration of student nurses, the salaries of trained staffs might be settled, not as at present with emoluments and salary specified separately but with the whole regarded as salary.

It was stated, however, that there was no reason to assume that such a change would be made. The pay-

ment to the student nurse was a training allowance—not a salary.

**Assistant Nurses.**—The sub-committee endorsed a view that, until a sufficient number of fully trained nurses was available, the roll of assistant nurses should not be closed, particularly in view of the problem of the chronic sick. At the same time, the value and importance of the work carried out by assistant nurses was appreciated.

**Salaries.**—Nurses present at the sub-committee emphasised the great concern felt throughout the profession at the inadequacy of present salaries. Any improvement, it was stated, would have to be substantial to meet the position. It was replied that proposals involving such improvements for hospital nurses up to the rank of ward sister had already been made and that consideration of the case of higher ranks would follow. All increases would take effect from a common agreed date.

The officers were asked to draw up similar proposals for nursing staffs not covered by the present suggestions.

### Students' Grants

The Ministry of Health is to recommend to hospital authorities that:

When a transferred officer who passed an examination before July 5 would have received a grant from his local authority employer, the hospital authority should pay the grant.

When an officer passes an examination after July 5, he should not receive a cash payment (or alternative increment) unless he has opted to retain the conditions of his former employment and those conditions so provide; and

Where an officer embarked on study for a professional or similar qualification before July 5 on the understanding that he would receive financial assistance from the authority that then employed him, such financial assistance should be continued by the new employer for an appropriate period except where the officer has since been promoted.

### Equal Pay

WOMEN administrative officers whose salaries and conditions of service are governed by the administrative and clerical health functional council will be paid the same rates as men with effect from November 1 last.

This decision will apply to designated administrative posts and A.P.T. grades I to VIII (grades A and B in Scotland) but not to general, clerical, or higher clerical divisions (general or higher divisions I or II in Scotland). Women who chose to retain the pay and conditions they enjoyed before July 5 last, may now, if they wish, opt to change to the standards approved for health staffs.

### New Scots' Scales

THE scales adopted for Scottish clerical and administrative health staffs with effect from November 1 last, have now been published by the joint secretaries of the functional council. They bring increases to officers hitherto receiving salaries paid by local authorities classified in groups 2 and 3 in the Scottish Charter.

Officers whose salaries were related to an incremental point on the old scales will receive the salary appropriate to the corresponding incremental point on the new scales.

Officers who had chosen to retain their pre-nationalisation salaries and conditions may, if they wish, now transfer to the new scales.

Officers hitherto graded in A.P.T. A or B in geographical groups 2 or 3 will retain their present salary scales, subject to the equal pay provisions reported above. Future appointments should be made in other divisions as appropriate.

### Deputies' Scales

THE functional council has now adopted scales for deputy secretaries of hospital management committees and Scottish boards of management. The scales, based on the same points system as that applying to secretaries and published last month, are:

	Scale
0—10	£430 x 15—£395
10—20	£525 x 20—£685
20—30	£625 x 20—£785
30—40	£705 x 25—£905
40—50	£785 x 25—£985
50—60	£865 x 30—£1,075
Over 60	£935 x 30(2) £35(4)—£1,135

London weighting will be added to this scale where appropriate.

Deputy secretaries may be appointed where needed in hospital management committees for mental hospital groups and in mental hospitals forming part of a group.

### Laboratory Technicians

THE medical laboratory technicians' committee of functional council B for professional and technical health staffs failed to reach agreement on the unions' claim for improved salaries and conditions of service, the management standing by Government policy in resisting wage increases. The meeting was adjourned until March 22 (after "L.G.S." had gone to press) in the hope that some basis of agreement might be reached.

### Engineers' Pay

THE staff side of the functional council is also considering what action to take in view of the management's unwillingness to depart from the conditions of service of officers of the hospital engineering services as laid down in Health ministry circular (48) 40. These conditions have already been applied to engineers in England and Wales and will later be applied to those in Scotland.

The circular defines the qualifications and experience required of officers holding the following appointments and states their salaries to be:

**Group Engineer** (based on the same points system as that applying to secretaries)

	Scale
1—10	£450 x 20—£550
11—20	£500 x 20—£600
21—30	£560 x 20—£660
31—40	£620 x 25—£720
41—50	£680 x 25—£780
51—60	£740 x 25—£840
Over 60	£800 x 25—£900

**Engineer-in-Charge.**—With less than 500 patient beds, £400 x 20—£500; and with more than 500 patient beds, £450 x 20—£550.

**Assistant Engineer-in-Charge.**—£350 x 15—£425.

London weighting of between £20 and £40 will be paid to those employed in the Metropolitan Police area.

## ELECTRICITY SERVICE NOTES

## Three Weeks' and Three Days' Holiday for Most Officers Over 24

At its meeting on March 15, the National Joint Council for electricity administrative and clerical staffs settled the principal terms of a holiday scheme which will give to all electricity officers aged 24 and over an annual holiday of at least three weeks and three days, provided they have three years' qualifying service.

It is the second permanent feature of the scheme of service conditions begun in January with a sick pay scheme. The holiday scheme takes effect from April 1.

Its terms, more favourable than those of the local government Charter, are:

Employees with not less than six months' service to April 1—two weeks' holiday.

Employees with at least twelve months' service to April 1: Class 1, aged under 21—two weeks' holiday, plus one working day for each year of service to a maximum of three weeks;

Class 2, aged 21 or over and receiving at April 1 (a) not exceeding £499—three weeks, plus one working day for each year of service, to a maximum of three weeks and three working days; (b) between £499 and £749—three weeks and three working days plus one working day for each year's service, to a maximum of four weeks; and (c) £749 or more—four weeks.

In calculating additional days of holiday, years of service are reckoned from the date of entry into a class.

## Local Holidays

A further nine days will be allowed each year for public and other holidays at times to be mutually arranged in the districts so that, where desired, local custom may be observed. In calculating these days and the additional days of holiday granted for years of service, a Saturday will be reckoned as half a day.

The leave year will be from April 1 to March 31 and, subject to the board's requirements and mutual agreement, those in class 1 above will take two weeks consecutively and those in class 2, three weeks consecutively, between April 1 and October 31.

All continuous service with a board or its predecessors will be regarded as qualifying service, providing there is no break in such service of more than six months. Provision will be made, by resolution, for suitable leave for new entrants lacking the requisite six months' service.

London weighting will not count towards holiday entitlement.

Since the extended interim scheme of salaries does not differentiate between men and women and the staff side intends to strive for equal pay in the final scales, the same salary qualifications will apply for both men and women in the holiday scheme; this may, however, need some revision when the permanent salary scheme is negotiated.

The National Joint Council also:

Discussed leave for those volunteering for service with the territorial forces, but did not reach final agreement;

Recommended that consideration be given, jointly with the N.J.C. and the N.J.C.C., to the advisability of adopting a common area for the application of London weighting

to all electricity employees under the permanent salary scheme when finally adopted;

Confirmed that staff transferred to the interim general clerical scale retained former conditions of service except as regards

- (a) Overtime and hours of duty which were specifically laid down in the interim agreement, and
- (b) Sick pay and holidays for which permanent schemes had now been adopted.

Authorised the co-ordinating committee of the N.J.C. and the N.J.C. to consider the draft superannuation scheme and submit observations (W. C. ANDERSON, N.A.L.G.O.'s legal officer, will be co-opted to the committee during these discussions); and

Decided that, in common with other public bodies including the Civil Service and local authorities, it would make no provision for the payment of staff called up under the National Service Act, 1948.

## Fourth Joint Council

The British Electricity Authority desires only one organisation to represent the managerial staffs whose conditions of service are to be determined by a fourth negotiating body yet to be set up. N.A.L.G.O. is not yet convinced of the desirability of this but, in any case, will not be able to define its attitude

until it is decided which posts will be classified as managerial.

N.A.L.G.O. and two other organisations concerned—the Association of Managerial Electrical Executives (A.M.E.E.) and the Electrical Power Engineers' Association—have already discussed this point and have reached provisional agreement as to where the line of demarcation should be drawn. Now they await a meeting with the B.E.A. to ascertain if there is likely to be any substantial divergence from their view.

## "Make the Machinery Work!"

L. G. MOSER, N.A.L.G.O.'s organising officer for electricity staffs, addressed a conference of power station superintendents at Haddon Hall Hydro, Buxton, on March 2, his subject being trades unions in the electricity supply industry. He referred to the comprehensive negotiating machinery set up under the Electricity Act, and emphasised that this would not of itself ensure that all their problems would be satisfactorily settled. Both sides must be determined to make the machinery work and must appoint representatives with the ability and power to make decisions. He emphasised the need for the boards' executive officers

## Hereford Abandons Culture and

"HEREFORD," says the guide book, "is a city of great antiquity," capital and assize town of its county, with a corporate history going back to a Charter of Richard I in 1189. Hereford, then, is no mean city.

Or is it? Read on.

In 1946, Hereford city council established the post of chief library assistant. It graded the post in the higher clerical grade (£440—£485 men, £354—£390 women), stipulating that the occupant must have technical qualifications. It appointed the deputy librarian (a woman) to the post, allowing her to retain the title of deputy librarian.

The deputy librarian appealed against the grading. The council dismissed the appeal, whereupon it was taken to the provincial council appeals committee. That committee allowed the appeal and graded the post A.P.T. 1 (£390—£435).

The result of the appeal was reported to a meeting of the finance and general purposes committee on May 14, 1948. To the same meeting came a report from the library committee that the deputy librarian would be resigning on June 30, to be married, and recommending that the post be advertised on A.P.T. 1, with the proviso that the successful applicant must have passed the final examination of the Library Association.

## Award Rejected

Notwithstanding the award of the appeals committee, the finance committee referred back this recommendation and the full council, meeting ten days later, authorised the library committee to appoint a chief assistant on higher clerical. The library committee adopted this proposal.

At this stage, N.A.L.G.O. and the Library Association "black-listed" the post—with the result that the

in the districts to take their staff into their confidence and to let them know what was happening, particularly when reorganisation was impending.

Welcoming the advisory machinery on matters concerning training, health, welfare, and efficiency (the formation of which was reported in "L.G.S." last month), Mr. Moser said that the bringing together of representatives of boards and trades unions to discuss common problems was a new conception of the relationship between the two. The trades unions had always maintained that they were able to make a real contribution on those lines and were glad of the opportunity to demonstrate it.

## Advisory Committee News

The first meeting of N.A.L.G.O.'s national electricity consultative committee, meeting at Headquarters on March 14, elected T. NOLAN and L. W. G. HETHERINGTON, both N.E.C. as its chairman and deputy chairman respectively and prepared recommendations for submission to the next meeting of the National Executive Council.

Representation of branches on electricity district consultative committees has been amended by the National Executive Council. In future it will be:

Membership	Representatives
Up to 250	1
250 to 500	2

and thereafter 1 additional representative for every additional 500 members or part thereof.

## Justice—for £45!

city librarian reported to the committee on September 23 that he had had no replies to the advertisement.

The librarian added that the activities of the library were being seriously hampered by the lack of a chief assistant, that the work was accumulating, and that he had been unable to take any annual leave. The committee also had before it letters from the National Joint Council and the Library Association, calling upon it to give effect to the award of the provincial council appeals committee.

The library committee thereupon recommended that the position be designated deputy librarian and re-advertised at A.P.T. 1 with the qualification of the Library Association as a condition of appointment.

Once again, however, the finance committee rejected this recommendation and proposed that the post be re-advertised on higher clerical, without the qualification requirement. The council approved.

On November 22, the librarian reported to his committee that there had been no response to this second advertisement. Once again, the committee recommended re-advertising the post on A.P.T. 1. And once again, on November 26, the recommendation was rejected—this time by the finance and general purposes (staff and accommodation) sub-committee.

Three days later, at a meeting of the staff joint committee, the staff side (on the advice of the N.A.L.G.O. district officer) moved that the post be graded in accordance with the award of the appeals committee, and warned the employers that refusal to do this might lead to the declaration of a dispute under the Conditions of Employment and National Arbitration Orders. But the employers' side refused to agree—and next day the full finance committee rejected the library committee's recommenda-

tion. At the same time, the finance committee considered reorganising the staffing of the library, and reducing the hours during which it was open.

On January 10, 1949, the librarian (who is also responsible for a museum and art gallery) told his committee that the staff were having to work overtime to deal with arrears, that the arranging of exhibitions made it impossible for him to give as much time as was desirable to library work, and that a reduction of opening hours would not ease the situation.

The committee set up a sub-committee to consider the problem.

## Exhibition Cancelled

Four days later, members of the sub-committee recommended that the exhibition programme should be cancelled, thus enabling the librarian to undertake more of the administrative work formerly performed by the chief assistant, that the chief assistant's post be graded at higher clerical and filled from existing staff, and that a junior assistant be appointed.

Since the war, Hereford library, museum, and art gallery have built up a high reputation for their exhibitions—so much so that the council has received two grants, one of £750 and an annual grant of £350, to further this work. It is now prepared, apparently, to drop the exhibition programme (and possibly to forfeit the grants). To what purpose? To save £45—the difference between higher clerical and A.P.T. 1!

Not surprisingly, the city librarian, to whose knowledge, skill, and hard work the council largely owes its cultural reputation, has now found another post—and the council must think again.

Incidentally, we wonder how much the council has spent on advertising, and re-advertising, the post for which it has had no applicants.

## READERS' FORUM

## Should NALGO Protest Against Cuts in Social Services?

YOUR report of the N.E.C. discussion of the Conference demand for a wages campaign referred to a speech in which it was said that local government officers were—unjustly—regarded by the public as “non-producing parasites.” The main object of our public relations policy should be to destroy this argument. Yet it would appear that one reason why the N.E.C. is unwilling to push the wage claim is that it is not willing to make a determined stand in public against this conception that public officials are non-productive and therefore parasitic on the national economy.

Does any member of the N.E.C. believe that the provision of an efficient health service and educational system, or the efficient administration of the housing programme, can be classed as parasitic? If not, then let it say boldly that, in modern society, the social services are of the greatest importance.

The Minister of Health has announced a cut in hospital expenditure when the demand for beds far exceeds the number available. This follows abandonment of the plans for building health centres and the “stabilisation” of house-building at 200,000 a year—just over half the pre-war figure. School-building also is at a minimum.

These cuts can produce a sense of frustration among local government staffs who have prepared for the expanded social services we were promised, and could lead to unemployment. By protesting against these cuts, we should earn the gratitude of thousands whose prospects of getting a house are remote, and of an increasing number of parents who are finding it difficult to secure places for their children in schools before the age of five.

C. R. GIBSON.

21, Briavels Grove,  
Bristol, 6.

## Campaign—or Resign!

THE following is an extract from a resolution that was passed at the last executive committee of the Blackburn and District branch:

“That a letter be sent to the N.E.C. immediately, protesting strongly against its failure to implement the instructions of Conference to initiate a campaign for higher remuneration for NALGO members, and calling upon it to either initiate the campaign immediately, or resign. A copy of the letter to be sent to ‘L.G.S.’ for publication.”

Town Hall, F. ECCLES,  
Blackburn. Hon. Secretary.

The N.E.C., which had this resolution before it on March 12, is informing Blackburn of the special statement on salaries which it will submit to Conference.

CHARTER ANOMALIES  
The Employers' Attitude

IN his article in the January journal, J. E. N. DAVIS, NALGO's chief organisation officer, contends that the staff side protested strongly in the National Joint Council that the award to the general and clerical divisions had created serious anomalies between these divisions and the A.P.T. and miscellaneous grades, but that the employers still have to be persuaded.

At a recent meeting of my branch executive, the departmental repre-

sentative reported that at the N.J.C. meeting the employers argued that an anomaly was originally created by placing the general division and miscellaneous grade I on the same maximum salary, that the revision which had given the general division a maximum £25 above miscellaneous I was, in their opinion, correct, and that they considered their decision to be final. This report does not coincide with Mr. Davis's views and one wonders whether he has not misled the members.

I therefore suggest that you should publish an account of the negotiations and the proposals mentioned in the article, so that members may know the true position. Plymouth. F. G. JONES.

The staff side proposed (i) that miscellaneous I (£315—£15—£360) be increased to £340—£15—£385, thus restoring the former parity between its maximum and that of the general division; (ii) that miscellaneous II (£375—£15—£420) be increased to £395—£15—£440, thus restoring the former parity between its maximum and that of clerical division (M); and (iii) that A.P.T. Grade I (£390—£15—£435) be increased to £405—£15—£450, thus restoring its former relationship with clerical (M).

The minute reads that the committee was unable to agree a recommendation—which means that the employers did not agree. They have so far resisted repeated efforts by the staff side to persuade them to reconsider their attitude.

Mr. Davis did not mislead members, and his statement was correct. It is difficult to understand how a departmental representative can report what was said by the employers at a meeting which he cannot have attended.

## G. D. Clerks' Plight

WHEN is the general division clerk to get a square deal? When £10 or £15 a week is barely sufficient for the needs of a married man and family, and even those with £100 a year or more complain that they cannot manage, how can the G.D. clerk on his £7 10s. odd a week, less superannuation and national insurance, maintain himself and his family at a reasonable standard?

The answer that there is always the chance of promotion does not apply to the majority who, because of domestic circumstances and other limitations, cannot go dashing all over the country in search of an elusive higher graded post.

We appeal to NALGO to double its efforts to secure this essential raising of the maximum of the general division and thus ease the burden, the anxiety, and the difficulties under which so many of its members at present exist.

“ONE OF THEM.”

Grays, Essex.

## “Must Attract Recruits”

IN the March journal, “Conscientious” asserts that reduction of the age at which the general division maximum becomes payable would remove the inducement to qualifying for professional and technical posts. He overlooks the fact that, if we are aiming at a well-qualified service, the general division must be made sufficiently attractive to ensure recruitment of the type of officer who is both willing to study for, and capable of passing, a professional examination.

A. CHARLES CRADDOCK.

## Plea for the “Under Dog”

I AM very surprised at the remarks of “Conscientious” in the March journal. Apparently he has no sympathetic understanding.

In 1937, after being unemployed for 18 months, I obtained a temporary appointment with a county authority at £2 15s. a week. Later, I was transferred to the general office at £150 a year, rising to a

maximum of £180. I am now employed by a regional hospital board on the general division, with little hope of promotion, although I hold two fellowship degrees—in secretaryship and accountancy.

I say, give the “under dogs” and their families and dependants a fighting chance.

## GENERAL DIVISION.

## Lyrical Lament

WE hear all the news, of blokes on

the booze,

The results of various sports.

We hear of jobs going, of grievances

growing,

Of Clow, and other, reports.

We hear all the news, but are starting

to lose

Faith, and our hopes are fading.

Morale is not stronger, can't hold out

much longer,

For news of this so-called RE-

GRADING.

A. S. T.

(With apologies to “Punch”)

“Leaders Out of Touch”?

I SUGGEST that “L.G.S.” should cease to depict on its covers local government officers spending vacations in Switzerland, south sea islands, etc. A more appropriate picture would show a worried-looking L.G.O. spending his leisure growing food on his allotment, mending his family's footwear, or re-decorating his home.

To add insult to injury, we read in the February journal that because members of the Building Society are withdrawing or borrowing at a faster rate than deposits are being received, the Society is expecting the six-sevenths of NALGO members who do not already invest, to open accounts.

Do the higher grade officers who

dominate our organisation really

know how the six-sevenths of our

members manage to balance their

budgets?

Though the majority of

our members are having the greatest

difficulty in making ends meet, it

would seem that the N.E.C. is

either completely out of touch with

the position, or is complacent about it.

For this reason, I would support any move to include more lower grade officers in negotiations.

R. J. SLOMAN.

Housing Rent Office,

Nottingham.

Stenographers' Scale

THE civil service pays higher salaries to qualified stenographers aged 32 or more in accordance with the certificates for shorthand and typewriting which they hold. Local authorities are providing free instruc-

tion for unqualified shorthand-typists in working hours and paying bonuses on the results of speed and efficiency tests—but at 32 or over the shorthand-typist comes to a full stop, whatever her qualifications or however many certificates she holds. How long must we endure this situation?

“HOPEFUL.”

## EQUAL PAY AGAIN

## “Important to Men, Too”

IT is regrettable that “Critic” in his self-appointed rôle of guardian of women's interests should attack the basic principle of trade unionism—the rate for the job. To tolerate a section of workers in local government being paid at a lower rate for their work is a threat to those getting a higher rate for the same job. One of the most valuable achievements of the Charter has been the recognition of the principle that it is the job that is graded, not the person doing it. “Critic's” “realism,” in fact, means advocating that women be accepted as cut-price “blacklegs.”

If he doubts the effects of his policy, let him read the history of the cotton towns, when he will learn how thousands of men were thrown on the dole whilst their work was done by cheap female labour.

As to his fears that “equal pay” would lead to the displacement of women officers, he need not go so far as Turkey or Japan for evidence. In November, 1929, the London Whitley Council agreed to apply the same scales to men and women, and these scales were applied by many authorities (until the adoption of the Charter). The effect was an ever-increasing proportion of women taken into employment at all levels.

“Critic's” expression of his old-fashioned views has had one good result at least—it has focused attention on the importance of this issue to men as well as women. With “economy” looming ahead, we must learn the lesson of the cotton towns—and demand that the N.E.C. abandon all mental reservations and use the strength of our powerful organisation to get “the rate for the job”—irrespective of sex—as one front of the struggle for the maintenance and improvement of our standards.

P. P. ROSENFIELD.

Town Hall, Ilford.

## Who Is “Critic”?

“CRITIC” writes with the air of one who moves within the high-up circles of the Association. He leaves us in no doubt where he stands in regard to equal pay—deep in a morass of prejudice, false logic, and muddled thinking. Is he a member of the N.E.C.? This is a vital question, for we shall shortly be asked to elect those to whom we shall entrust the Association's affairs for the coming year.

Equal pay, for NALGO, is neither a vague nor an empty slogan. It is as much a part of the Association's policy as Whitleyism. I do not question the right of any member to challenge any aspect of the Association's policy. Criticism is healthy. But I do say that no member is entitled to write in such damaging terms and remain secure behind the cloak of anonymity.

“Critic” should be challenged to reveal his identity and, indeed, all candidates for election to the N.E.C. should be asked to state precisely their attitude to equal pay,

so that we may know the views of those we appoint to carry out our policy.

GERTRUDE WATTS.

Central Library,  
Holloway Road, N.7.

*Our object in creating "Critic" was to allow knowledgeable members, either on or off the N.E.C., to express personal and controversial opinions, to challenge accepted views, and to shock readers into thinking for themselves, with a freedom not always possible to the author of a signed article. We have, therefore, no intention of revealing his identity (or, rather, since "he" is a composite personality, his several identities). But it may console Miss Watts to know that "he" will not be soliciting her vote in the N.E.C. election.*

### Women "Unreasonable"

**M**AN is distinguished from the beasts by the fact that he has ability to reason. Apparently, that ability is not possessed by the female of the species.

Miss Norman thinks it is "reasonable" to grant women pensions at 55 after 30 years' service. No doubt she also thinks it "reasonable" that women should be paid the same as men (for 30/40ths of the work!) and would be indignant if it were proposed to increase women's superannuation contributions to adjust them to the 30 years' basis.

Women, already given many privileges by law and custom, are trying to get more under the pretence of desiring equality! "O, ye hypocrites!" Their motto should be "Chivalry, equality—but no responsibility."

I favour equal pay and privileges for women. But they may get a shock when employers can get men's labour for the same price as women's.

"KANG."

### N.E.C. MEMBERSHIP Establishment Officers' Position

**M**R. HASLAM's letter in the February "L.G.S." asking why establishment officers are allowed to serve on the National Executive Council, touches on a matter which calls for examination.

A number of members of the N.E.C. have, in the last few years, obtained posts as establishment officers with local authorities or the new regional boards; and there is little doubt that their experience of staffing matters gained through voluntary work with NALGO has helped to equip them for those jobs. Some resigned from the N.E.C., recognising that the proper performance of their official work and whole-hearted service on the N.E.C. could not be reconciled. But the fashionable technique now seems to be for these people to carry on as members of the N.E.C. on a kind of "understanding" that they must not be members of the service conditions committee or of the National Joint Council. This seems to me to be indefensible. It is as though a candidate were returned to Parliament and then announced that he would not be able to concern himself actively with the bread-and-butter politics of his constituents.

When I was a member of the N.E.C., some three years ago, the desire of practically every member was to get on the service conditions committee and, if possible, on the National Joint Council. Though they were interested in education, public relations, and (rather faintly, perhaps) holiday camps, it was recognised that the really vital work of the Association, as indeed of any

trade union, was wrapped up in those words "service conditions."

This is not a matter, I suggest, which can be dealt with by new rules and regulations. It is a matter for the consciences of the people concerned. Any member of the N.E.C. who finds that he is not available to take his full part in the Association's essential work ought, surely, to make way for someone without such fetters. If he fails to recognise this first principle of trade unionism, then one can only hope that an alert membership will point the moral at election time. Whether our system of electing the N.E.C. is well suited to deal with this sort of ethical problem is doubtful; but that is another—and rather long-story.

90 Churchgate, J. YOUNG.  
Southport.

*Mr. Young is not strictly accurate. Only two establishment officers have resigned from N.E.C.—and they did so solely because it was made a condition of their appointments to give up NALGO office. Of the five establishment officers now on the N.E.C., two have resigned from the service conditions committee, two remain members of that committee, and one has not yet been appointed to it. Were establishment officers to be debarred from N.E.C. membership, logic would demand similar restrictions upon all officers closely concerned with staff problems—including many clerks and treasurers. NALGO has never held that an officer's duties should preclude him from holding office.*

### ANNUAL LEAVE "Reward for Service"

**I**t is disappointing to learn of further delay in clarifying the annual leave position. In the general division there is a growing feeling that NALGO has "let the side down." Why heads of departments should receive four and five weeks' annual holiday is past my comprehension. While years of study and sacrifice should be adequately rewarded by higher pay, I consider that longer holidays should be a reward for longer service.

Before the Charter, my authority gave three weeks' holiday after ten years' service. Now we get fifteen days—divided at the discretion of the head of the department! It is bad enough to have had holidays cut, without having to see others with less service taking more leave.

"OLD SERVANT."

### WORK AFTER 65

#### Proposal "Ridiculous"

**A**s an "old soldier" I disagree with "Critic's" suggestion in the March Journal that local government officers should be allowed to continue at work after the age of 65 years if they wish.

What is to happen to the head of a department who continues after 65? Is he to work under one who was previously his subordinate? What would be the opinion of the new chief of someone with the "accumulated wisdom" of the office to criticise continually? The suggestion is ridiculous.

Thanks to superannuation and the "Charter" the officer at 65 who has not lived extravagantly, will, to quote "Critic," probably have divested himself of family responsibilities, completed the purchase of a house, and may have an income from savings—plus a good pension. Why should he be allowed to go on serving for a pastime and become a nuisance and source of

vexation to the whole of the staff around him?

C. H. BAXFIELD  
Now rusticking at (Late of Essex).  
25, Kings Road,  
Honiton, Devon.

### PENSIONERS' PLIGHT

£11 3s. 3d. a Month

**M**Y own case will support NALGO's proposal for improvements in the 1937 Superannuation Act.

During an economy drive in August, 1944, I, with others, was degraded from the clerical division. Under the Charter, this reduced status was perpetuated. Owing to chronic illness, I was superannuated in August, 1948.

My salary was £385. My superannuation allowance is £125 10s. 2d., plus a conditional £8 9s. under the Pensions (Increase) Acts. The first charges on my monthly cheque for £11 3s. 3d. are £4 6s. 11d. life insurance premiums (payable for the next eight years); and four (or five) national insurance stamps at 4s. 8d.

I am 51 and married. Of my nearly 28 years of local government service, 10 years was non-contributory, and is reckoned in ninetieths.

SAM WALSH.  
16, Mornington Road,  
Bolton, Lancs.

### Warriors "Let Down"

**N**ALGO proposes that "the war service of an officer who left the employment of an officer of a local authority so to serve should be reckoned as non-contributing service." Once again the ex-Serviceman is let down. Having seen others promoted above his head he is now to be further punished for daring to give years out of his own life. How many ex-Servicemen whose salaries were too low for them to be made up to the level of civil pay were asked if they wished to contribute payments of their years of absence, so that their war service might be reckoned as contributory service? I was not, nor have I heard of any who were. Yet the Association's proposal 12 will permit new entrants aged 25 or over with professional or technical qualifications to make payments so that ten years may be added to superannuable service. Surely it is not asking too much to count war-service years as contributory service?

"SIX WASTED YEARS."

### METER READERS

#### Should We Recruit Them?

**I** PROTEST against the tendency to accept persons other than "administrative, professional, technical and clerical employees" to membership of our Association. In particular, I refer to meter reader collectors employed in the electricity supply industry. With the exception, perhaps, of the chief or foreman meter reader, it is my opinion they are definitely within the jurisdiction of the National Joint Industrial Council, and, without wishing to appear high-handed or snobbish, I maintain that the majority are not the type of members we want. The boards themselves appear not to consider them clerical workers, since they are considering providing them with uniforms. Only very few can claim that their duties are mainly clerical; the majority do not do an hour's clerical work a day.

And what do the meter readers gain? Financially, they gain no-

thing at the moment—but they are entitled to expect NALGO to fight for salary grading, subsistence allowances, and all the other benefits of the clerical and administrative officer. Does the job warrant it? I think not.

### "ESTABLISHMENTS."

### NALGO AND E.P.E.A. Are Motives Selfish?

**I**t would appear that those taking part in the discussions between the E.P.E.A. and NALGO to decide which members of commercial staffs should come under the jurisdiction of one or other association have no knowledge of the inconvenience caused to the officers concerned.

If I could choose which association to join, my choice, as a founder member and chairman of my branch, would be NALGO. The record of the E.P.E.A. with regard to commercial staffs does not augur well for my future should the decision go to it. Furthermore, NALGO was first in the field and quick to seize its opportunities, whilst the E.P.E.A. slept on.

Twelve months after vesting day, we remain the only ungraded staffs in the supply industry; however unsatisfactory the new grades appear to those already graded, we should appreciate some sign that the motives of the two associations are not entirely selfish in this matter.

L. R. COOPER.

### NALGO RUGBY

#### A Challenge from Wales

**W**E hope that among all the complaints about salary scales, you can find room for this letter on Rugby football.

Some months ago we called a meeting of South Wales enthusiasts and formed a committee to explore the possibilities of arranging international Rugby matches between Wales, England, and Scotland. Although we wrote to several English authorities, and had the matter mentioned at last year's Conference, we have received no response from England. North of the border, on the other hand, we have aroused enthusiasm equal to our own, and hope that a match between Wales and Scotland will be played next season.

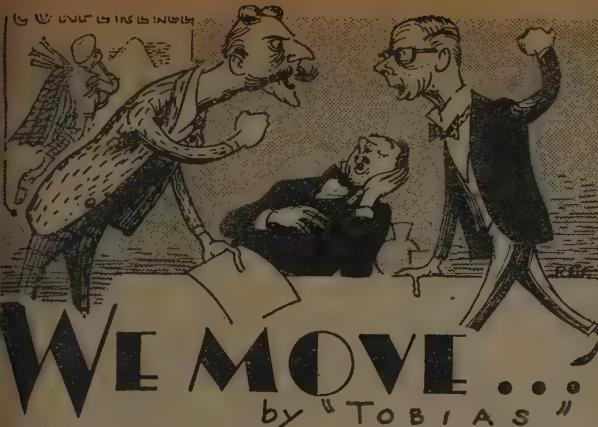
We have many international and other first-class players in our ranks, and feel sure that such matches as we visualise would command a wide interest, and show to a public which thinks local government moribund that we are very much alive. Should there be anybody in England who is interested in the possibilities of international Rugby football for local authority staffs, we shall be most pleased to hear from them.

A. J. BURNELL, E. C. ASHE,  
Chairman. Hon. Sec.  
NALGO Welsh Rugby Football  
Committee, City Hall, Cardiff.

### Professional Body for Clerks

**I**N the March "L.G.S." the deputy clerk of Long Eaton U.D.C. calls for a professional body for clerks of local authorities. May I point out, as a member of the advisory committee of the Corporation of Certified Secretaries on local government and public administration, that candidates who pass its examinations in local government and public administration are eligible for membership of the Corporation, which is the only professional body of standing for these examinations?

F. H. NEWNHAM  
Clerk of the Council.  
Frinton-on-Sea.



IT has always been our ambition to be represented on the Annual Conference agenda by one of those page-and-a-half-long motions which recast the entire Charter to allow for a commencing salary of say £1,000 per annum for each new entrant to the service, decreasing by a carefully calculated amount each year, so that by the time he becomes a chief official he will be drawing the roughly appropriate annual salary of £100.

The annual decrements are, however, extremely difficult to calculate, and there are complicating factors such as the possibility that the offer of a junior clerkship in a nationalised industry will rob a man of all ambition to become a chief official in local government.

This year, therefore, we thought it would be better to concentrate on some simple uncontroversial motion e.g. *That this Conference considers that all E.G.O.'s are wonderful, and insufficiently appreciated by (a) the local authorities, (b) the public, and (c) their wives*), which would win the approval of N.E.C. and membership alike.

But Rufus, who is to be our Conference representative this year, was quick to see a snag. "The agenda's bound to be so overcrowded," he says, "that a motion like that will be simply referred to the N.E.C. without my having the chance to make such a speech as will engrave the name of the branch on the heart of every delegate."

"Then why not a motion to limit the Conference agenda?" asked George. This was such an obviously good idea that we accepted it.

The motion as finally agreed was: *That all Conference motions whatsoever which have any similarity and/or resemblance to any other motion(s) from any other branch(es) and/or district(s) shall be merged with the aforesaid motion(s) or vice versa, always providing that the movers of the original motion (hereinafter referred to as Those Blue-pencil Nuisances) shall have arrived at an amicable arrangement with the movers of all other motion(s) concerned (hereinafter referred to as Those Congenital Idiots)*.

There was a good deal more of it, as George was insistent that every contingency should be provided for, and every stable door locked in the teeth of possible Derby winners. However, it was at last sent off to the District Committee—who at once wrote to inform us that another branch had sent in a motion in almost identical terms: would we therefore get together with that branch for the purpose of coming to

an "amicable arrangement" in terms of the motion?

Naturally we should have been delighted to do this—if the other motion had actually been identical with ours. But it was not, in the important respect that it missed out the word *whatsoever*, between the word *motions* and the word *which*.

As Rufus said: "Even if I didn't—which I do—regard the inclusion of this word as the final dot on the i of the motion, the small but essential cog in the machinery, without which the whole carefully built-up erection of N A L G O might as well—and would—fall down . . ."

"What he really means," explained Sackbutt, "is that, even if he didn't think it was absolutely necessary, he would still think it was absolutely necessary."

As this opinion was unanimous among those present, we wrote to the District Committee and to the other branch, stating that the inclusion of the word *whatsoever*, in our view, made all the difference to the motion. Apparently the other branch thought so, too, for they absolutely refused to accept it.

So, with the battle-cry ringing in our ears—"We will defend our *whatsoever* to the last"—Rufus, George and I went to the District Committee meeting where Conference motions were to be considered.

By the time Rufus' motion was reached, the Committee had turned down two motions because it had not yet got into the mood for accepting anything, and passed another which demanded higher salaries without making any suggestions as to how they were to be obtained. There was, too, a motion whose mover included such an uproarious selection of near-blue jokes that we passed it by acclamation before we realised that we had agreed to limit our Conference expenses to British Restaurant meals and Youth Hostel beds.

When Rufus rose to speak it was so near to train-time that his carefully prepared peroration was punctuated by cries of *Vote, Vote*—and our motion was passed, *whatsoever* and all, before the other branch had a chance to speak.

We have, however, decided to withdraw our motion. As George pointed out, what would happen would be that the other branch would have an announcement made at the Conference, asking for the representatives of Bigtown, Littletown, Crash-in-the-Dark, Blink-in-the Light, to meet the representatives of the Beerdreg Catchment Board at the close of this session. Whereupon Rufus, rather than be late for lunch (George maintains) would withdraw anything in favour of anything.

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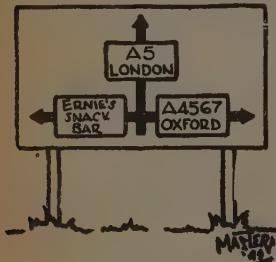
1, YORK GATE, REGENT'S PARK, N.W.1

ASSETS EXCEED £6,500,000

## West Riding Shows Its Citizens : P.R. in Prison : French Offer to Students

ONE of the most ambitious and effective examples of public relations yet undertaken by a local authority lies on my desk. It is an 80-page booklet, "Meet Your County Council," published by the West Riding county council, and it was sent at the end of last month to every householder in the county council's area. Half a million copies have been printed for free distribution at a cost of £25,000.

Wisely, the council entrusted the task of preparing its booklet to an expert in popular exposition—the Bureau of Current Affairs, whose deputy-director, Boris Ford, acted



as editor-in-chief. The result is something new in municipal publicity.

By following everyday incidents and conversations in the life of an imaginary West Riding family—Mr. Forster, a miner, and his wife, two children, and mother-in-law—the reader is introduced to each of the council's services in turn. Every page is packed with photographs, drawings, graphs, and statistics, vividly and imaginatively presented, to illustrate the past, present, and to some extent, the future local government in the county; bright colouring, clear typography, and easy narrative combine to make the booklet catch the eye and sustain interest; while a contents list and directory of addresses and services in the county renders it a valuable reference book.

Particularly interesting, I found—probably because I had not seen the subject so treated before—were the sections dealing with the council's members and staffs. "A real mixture" is the comment on the council, which consists of 110 men and 10 women from a great variety of professions and jobs, and the remark is justified by diagrammatic figures showing the many occupations from which the county aldermen and councillors are drawn. Similarly, it is explained that the council employees are not just "bureaucrats at Wakefield," but men and women whose jobs vary between roadmending and school-teaching. Altogether, 25,000 workers in the West Riding—one in every 28—are in the county council's employ, of which number fewer than 100 are top-line administrators. A circle, divided and sub-divided into different coloured segments, illustrates the groups—manual, administrative, professional, technical, and clerical—into which the employees fall. It is surprising to find that the administrative, professional, technical, and clerical staffs—the "officers" so-called—form only

one-seventh of the total—and are greatly exceeded in numbers by school canteen workers.

W. E. WILLIAMS, director of the Bureau of Current Affairs, tells me that he believes that more local authorities will be following the West Riding's example. If, as I hope, they do, we may look forward to more popular interest in local government.

### More Wall Charts

MENTION of the Bureau of Current Affairs reminds me that two more of its wall charts on local government were published in February and March. The first, as I reported in February, described "A Day on the Rates." Number Two shows, with a map of East Kent, how the local government services are divided between the county, county borough, borough, urban, rural, and parish councils. Number Three deals with finance, using Norwich as an example, and explains, by graph and symbol, just how the ratepayer's money is spent. This simple treatment of complicated subjects should be as valuable to teachers and students as to the discussion groups for whom the charts are primarily intended. They are obtainable from the Bureau at 117, Piccadilly, W.1, at 3s. 9d. for three.

### Cheltenham Talks It Over

SECOND session in Cheltenham's "Town Forum" series, organised by the branch P.R. committee, was even more successful than the first, I hear, and both council and staff feel that the public interest and appreciation of the meetings more than compensate for the time spent in their organisation.

A topical note was struck when the chairman of the finance committee, during a discussion on rates, explained that salary increases to officers had been caused by competition from nationalised undertakings which were offering more pay. Even so, he explained, the increases since the war represented only a penny on the rates and were of a smaller percentage than those given to manual workers, whose pay had doubled since 1939 and amounted to a 4d. rate this year.

### Officers Go to Gaol !

BRANCH P.R.O.s have talked local government in many strange places but never, so far as I recall, in gaol. Now Perth branch has done it. Asked to organise weekly talks on local government as part of an educational scheme for long-term prisoners in the local prison, it readily agreed, and the city chamberlain opened the series on March 15. There will be eight talks in all, each dealing with a different aspect of the city's services. It strikes me as an idea worth copying.

### Hammersmith On Show

BEFORE leaving public relations, I must commend the brilliant exhibition staged in Hammersmith town hall last month as central feature of the borough's civic week. Designed by a team of officers on which J. S. USHER, the council's lively P.R.O. played a leading part, it was one of the finest local government displays I have yet seen: simple yet comprehensive, clear yet colourful, and showing, by means of photograph, model, and diagram,

the wide range of the council's work. Nor was it—as are so many—parochial. Space was found for many other public services, from London Transport to the British Legion, for displays by local artists and photographers, and for a continuous film show. I am not at all surprised to learn it was a thundering success.

### International Exchange Visits

INTERNATIONALLY minded members who have failed to find a place at the Association's Dutch summer school—now fully booked—may be interested in another scheme of the education department. It is hoping to arrange international visits to Europe during the summer, and has already sent names and addresses of interested members to French authorities, from whom it is awaiting a list of French local government officers wishing to exchange visits with them.

At the same time, the Association des Mouvements Internationaux de Solidarité has suggested a group exchange with officers in Lyons. It proposes that six members from one area in Britain should visit Lyons, where they would be shown the local services, and that, in return, French local government officers should visit England. The host in each case would provide hospitality, leaving the officers concerned to find only their travelling expenses and pocket-money. The education officer will be glad to hear from any branch interested.

### No Politics for Officers

AHEARD HERBERT MORRISON, M.P., give the final talk on March 4 in Lewisham's "London Government" series, arranged by the branch P.R. and education sub-committee. The talk was entitled "Local government as a national institution," and the Lord President took the opportunity of emphasising that officers were the servants of the whole council, not of any one political party, and when reporting to the council should present the full facts, and their conclusions, without fear or favour.

### New N.E.C. Member

TAKING his seat in the council chamber for the first time on March 12 was Yorkshire's new N.E.C. member, G. B. CREDLAND. He replaces Miss E. Dawson, who

resigned in January. Mr. Credland's association with NALGO began in 1930, when it amalgamated with the Poor Law Officers' Association, of which he had been a member since 1926, when he entered the public

service as an accounts clerk to the Sheffield Board of Guardians. He transferred to the Sheffield public assistance department in 1930 and last year declined an appointment with the Ministry of National Insurance in favour of one as salaries and

superannuation assistant to the city treasurer.

A member of his branch executive committee since 1932, Mr. Credland is now honorary secretary, B. & O. Fund secretary, and a member of the district committee and its B. & O.



"Resolved that further consideration be given to changing the Council's bankers."

Fund sub-committee. He will serve on the N.E.C.'s public relations, law and parliamentary, general purposes, and B. & O. Fund committees.

### Thirty Years' Service

ANOTHER N.E.C. member, H. RUSSELL, has been elected president of Stockport branch in recognition of thirty years' service. Mr. Russell has been a member of the N.E.C. since 1938, and has distinguished himself particularly as an ardent supporter of the Benevolent Fund and by the fact that not once has he attended a meeting winter or summer, without a flower in his buttonhole !

### Mr. Hill in Africa

RETIREMENT has certainly not spelled stagnation for L. C. HILL, who left the Association in 1943, after 34 years as its general secretary, and I was not surprised to learn that he is now lecturing in British West Africa under the auspices of the British Council. Local government officers and general audiences in Nigeria, the Gold Coast, Sierra Leone, and Gambia, will hear him talk on "The evolution of local government in England," "The future of local government in a modern state," and "The art of living together."

On retiring from NALGO, Mr. Hill went to Jamaica at the Government's request to advise on the reform of its local government. He is now public administration lecturer at the University College of the South-West, Exeter, and, in his spare time, is proving himself an able market gardener. He returns to England on April 15.

### Australian Visitor

AN interesting visitor to NALGO headquarters the other day was ALBERT MAINARD, mayor of Bexley, New South Wales, from 1945 to 1948, and secretary of the Local Government and Shires Associations of New South Wales. He is visiting this country under the auspices of the British Council to study the organisation and administration of local government. At NALGO he was most interested in the trade-union activities of the Association, and was greatly impressed and surprised to learn that in this country it was the officers who had set the pace in public relations work.

### See the U.N. at Work

A FREE trip to the United States and a 30 days' stay at United Nations Headquarters, Lake Success, with ten dollars a day pocket-money, is the prize offered to the winner of an essay competition

organised by the United Nations. Subject of the essay is "The Implementation of the Universal Declaration of Human Rights"; it should be typed, be approximately 2,000 words long, and reach the Secretary, U.N. Essay Competition, Russell Square House, W.C.1—from whom further details may be obtained—by May 9.

#### Mental Health Workers

I HAVE been asked to draw attention to the Association of Mental Health Workers, which is making a recruiting drive among NALGO members in the mental health field so that it can secure representation on the advisory committee. Its objects include: promoting co-operation between all those actively engaged in mental health work; encouraging the appointment of trained workers; raising the standard of salaries; educating public opinion; and keeping members informed of developments in mental health work at home and abroad. Subscriptions range from 6s. 6d. to 15s. according to salary. Inquiries to the secretary, 39, Queen Anne Street, London, W.1.

#### Honour for Ex-Member

FRANCE has recognised the wartime services to its government of RONALD HODGE, formerly mayor's secretary at Holborn, by enrolling him in the Legion d'Honneur. He was awarded the Croix de Guerre while on active service as a British Naval liaison officer.

#### Branch Talent in the Theatre

A CHEQUE for £36 9s. 9d., half the proceeds from a pantomime given by Worcester branch, has been received by the Benevolent Fund.

#### ... and in Sport

TWO members of Hereford City branch, Mrs. V. A. LAWRENCE and Miss A. E. POWELL have achieved stardom as county table tennis champions at their first attempt—the former winning the ladies' singles and the latter, with her partner, the ladies' doubles. It was the branch's first entry for the competition, and Miss Powell learned to play the game only twelve months ago.

#### A Penny Well Spent

A NEW penny-a-week fund, run by the Save the Children Fund, has contributors in the Bradford, Reading, and Nottingham corporations. The Fund is helping child war victims in Europe, Palestine, and Malaya, and at home specialises in organising play centres for young children in crowded areas. The formation of other "municipal groups" will be welcomed by the Fund, whose address is 26, Gordon Square, W.C.1.

#### Pension Appeal

AT least one member of a newly-formed electricity branch in the south-east has not had to wait long before discovering the value of NALGO membership. The member had been awarded a pension assessed at 6/14 per cent. for aggravation of a disability by war service. At his request, the district officer appealed on his behalf for reassessment and, though the case had been weakened by the appellant's failure to submit recent medical certificates, the tribunal allowed the appeal and reassessed the pension to 15/19 per cent. from September, 1947—with the result that the member is better off to the tune of nearly £50.

#### P.R. Week-end School

LAST year's successful week-end school of public relations run by the Metropolitan district P.R. sub-committee, is to be followed by another at St. Leonards-on-Sea from May 6 to 8. Speakers will include STEPHEN DUNCAN, N.E.C., on NALGO's P.R. policy, and J. H. BREBNER, chief P.R.O. to the British Transport Commission, PAUL REED, P.R.O. to the British Council and HEReward PHILLIPS, a P.R. Consultant, who will deal with its broader aspects. Other features of the programme will include discussion syndicates, at which students will consider the topics in which they are especially interested, and an open forum for the interchange of ideas. The fee is £3. Details from A. E. KAY, County Hall, Chelmsford, Essex.

#### Swiss Holidays

REQUESTS for the Association's Swiss Holiday programmes and applications for bookings are now coming in, I am told. Currency for early bookings is assured, but members wishing to go to Switzerland with NALGO are advised not to delay their applications. Programmes are still available and a postcard to the special activities department at Headquarters will bring full information.

#### Social Workers

A SUMMER school in Berne has been arranged by the British Social Hygiene Council for social workers—children's officers, health visitors, almoners, nurses and others—from August 17 to September 1. The first week will be devoted to lectures on different aspects of family life, and the second will be free. Estimated inclusive cost is £34.

#### Registration Officers' A.G.M.

THE National Association of Registration Officers will hold its annual general meeting at Caxton Hall, S.W.1, on April 9, at 3 p.m.

#### March "L.G.S." Wanted

BRANCHES with surplus copies of the March journal are asked to return them to the editor, 1, York Gate, N.W.1.

#### Retirements

I OFFER congratulations and good wishes to two longstanding NALGO members who have recently retired:

R. W. HEDLEY, founder member of Cardiff branch in 1906, and successively branch secretary, chairman, and president; and

H. L. UNDERWOOD, rate officer at Wandsworth M.B. for 45 years—during which period he had only two weeks' sickness!

#### Obituary

DELEGATES to the Southport conference in 1947 will be sorry to learn of the sudden death on March 14 of S. M. SYKES, who was conference committee chairman. Mr. Sykes was 53, and had been in local government for 26 years, for the past eleven as Southport's sewage works manager. He was an active member, serving as branch chairman for two years.

We also regret to record the death, on March 11, of A. NOBLE, retired member of Nottingham branch, and a former city housing inspector.

*the whole family's agreed!*

Father mentioned it first. This is budget month and while we are all keeping our shoulders to the wheel, we look forward to some easing of our burden.

Father said he thought cigarettes should be cheaper. After all that's his only 'vice', but



Mother disagreed: "First things first. What about the home? I want cheaper furnishings!" while



Bob, just demobbed, said, "My new tennis racquet cost 'a small fortune'. They're heavily taxed you know."



Jean, daintily powdering her nose, complained of the price of cosmetics—"A girl must look her best."

And, being optimistic, they hope to be a little better off this year. There's plenty they could do with any "budget surplus." But, with an eye to the future, the whole family agreed they should save a little more.

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## SCOTTISH NOTES

## Perth Conference Calls For a New Charter and Campaign for Higher Pay

By R. DEAS

THERE was less cut and thrust in the debates at the third Scottish Conference held at Perth in February than there had been in preceding years.

Though all the motions were ably put, too many, particularly those tabled by Glasgow branch, were only formally seconded. For this reason, one of the main purposes of holding the Conference, that is, to give new speakers a chance of addressing a body of people larger than the average branch committee, was unfulfilled.

Of the eleven motions submitted, only four were carried, one was withdrawn, one ruled out of order, and the rest lost.

A successful Edinburgh motion calling for a new Scottish Charter with scales based on civil service scales attracted widest notice in the Press. This was moved by I. V. WARNER, who drew attention to the steady loss of local government personnel to the nationalised services, and seconded by D. RUSSELL, who declared that social services staff remaining with local authorities were much worse graded than those who had transferred to government service, though both groups were helping to operate the same Act.

Two other motions urging the revision of the Charter were lost by large majorities. One, moved by J. F. MILLER, Dunbartonshire, called for a new Charter for the whole country; the other, moved by ALLAN DICK, Perth county, who stressed the need for better relations between authorities and staff, suggested that the Scottish Charter be remodelled on the English one.

## Excluded Classes

F. SHEPHERD, Aberdeen, put the second acceptable motion, advocating the inclusion in the Charter of miscellaneous classes at present considered beyond its scope.

J. ANDERSON was allowed extra time to make his case for the adoption of a Glasgow motion advocating action by the National Executive Council to encourage the study by branch officers of the history, organisation, and methods of trades unions. Since this was already the district's policy, it was adopted without demur.

The only remaining successful motion, moved by N. MCLEAN, Glasgow, in his usual polished style, urged the implementation of the Bournemouth Conference resolution calling for a campaign for rates of pay equal to those paid by the major banks and insurance companies.

Miss M. HAMILTON was not so fortunate with the last Glasgow motion suggesting that Conference should elect a committee each year to vet its agenda for the following year. Opposition, which prevailed, was led by J. B. DOUGLAS, Stirling, and backed by T. STEWART, N.E.C.

H. GLOVER, Paisley, advocated a term of three years' office for members of the N.E.C., to give them a chance to settle down in the Council and become known. J. B. DOUGLAS, Stirling county, successfully opposed this on grounds that a good member would normally be re-elected annually under the present system.

In the absence of a member from Shetland, Miss ROBERTSON, Moray and Nairn, submitted a Shetland motion that a bonus of £25 be paid annually to all in the general division who had completed 25 years' service. But the Conference rejected it.

In the light of a statement by D. GALBRAITH, N.E.C., on behalf of the staff side of the J.I.C., that negotiations were already proceeding for the adjustment of the higher division (II) salary scale, as a result of recent changes in the general division and higher division (I), Renfrew county withdrew its motion urging that such action be taken.

Perth city wanted to ban for three years the tabling of motions to Conference on T.U.C. affiliation, but was ruled out of order.

## District Committee Decisions

THE recruitment of transport staffs through the formation of new branches by the staffs of the Scottish Motor Traction Company and W. Alexander & Sons Ltd., has led to the decision to form a district transport consultative committee of one member of the N.E.C., four honorary officers of the district committee, one representative each from the transport sections of Aberdeen, Dundee, Edinburgh, and Glasgow branches and one each from all-transport branches.

The following district committee members were appointed to the electricity consultative committees: North-east — J. PENNY and T. STEWART, N.E.C., and G. BROWN, Dundee; South-east — R. ADAMS, N.E.C., and I. V. WARNER, Edinburgh; and South Western — D. GALBRAITH, N.E.C., and F. GLOVER, Paisley. The district officer will act as secretary to the committees.

## A Rugby International

A LETTER from the Welsh National Rugby Committee to the Edinburgh branch suggesting a rugby football match between Scottish and Welsh members on the occasion of the International, the first game to be held in Edinburgh, was remitted to the sports committee. Branch secretaries knowing of potential candidates for places in such a team should inform the sports-convenor, J. BAIRD, 24, George Square, Glasgow, C.2.

## Ankles at Gleneagles

IN addition to the usual programme, swimming, table tennis, and beauty or ankle competitions are being planned for the annual sports day at Gleneagles on June 4. Entries, which will be accepted in order of receipt, must be received by Mr. BAIRD at the above address not later than April 30. Branch secretaries have entry forms.

## Busy Days at West Nile Street

ONLY those in touch with the district office seem to realise how much is expected of the Association's district staff. During February alone, 45 meetings or interviews were attended by the Scottish staff in different parts of the country. By the end of the year, there will be no fewer than ten separate joint negotiating bodies in Scotland and one in England calling for the attendance of the district officer.

## We Will Run Summer School

SINCE the J.I.C. executive refused to accept responsibility for the summer school, the NALGO district committee has done so and hopes soon to send details of the forthcoming programme to branches. It is likely to include lectures on local government organisation, town and country planning, and the electricity and health services; talks on careers for women, and art and the citizen; a brains trust; and a film show. Branches may now make plans to assist members wishing to attend.

## Bursaries for Postal Tuition

REGULATIONS made under the Education (Scotland) Act allow local education authorities, with the approval of the Scottish Education Department, to meet the expenses of students taking correspondence courses where suitable classes are not provided by the authority. Members taking such courses and requiring assistance should apply to the local education authority. The Department has indicated that it would approve of students taking

## AT RANDOM —

## Thought for the Month

PEOPLE laugh at the Parish Pump, but they would not laugh if they had to depend on it for their daily water-supply.

—Sir Sidney Low.

## Noblesse Oblige

Traveller: "They threw me out of the side-door."

Sales Manager: "What did you say?"

Traveller: "I told them I came from a very important firm; so they took me inside again and threw me out of the main entrance."

## Signs of the Times

East Suffolk County Council, offering a reward of twopence for every rat killed, has been asked for double payment by a man who claims that he catches rats on a Sunday.—*News Chronicle*.

She disapproved of the kind of nurse who called her patient "My gastric ulcer."—*Ibid.*

## Election Bromides

A town councillor lost the notes for his speech and eventually the slip of paper was discovered at a chemist's where it had been left by mistake. In the meantime the chemist had made it up as an eyewash.

## Safe Assumption

Asked to give a 15-minute radio talk on safe driving, a taxi driver, who had driven a million miles without an accident, announced: "It won't take me any 15 minutes to tell how to avoid accidents. It's simple—just drive on the theory every other guy in the world is crazy."

## Redemption

"Then there is Miss Dorothy Sayers, who turned from a life of

courses run by a responsible body, for example the NALGO Correspondence Institute, when application for the student to do so is made by the education authority concerned. No general approval is given and the local education authority has a discretion.

## Week-end School at Dollarbeg

THERE will be room for 36 potential branch officers at the No. 4 area co-ordinating committee's week-end school at Dollarbeg on May 7 and 8 to study trade union structure, collective bargaining, organisation and functions of the J.I.C., and NALGO branch organisation. Write J. M. BATEMAN, Town Clerk's Office, Stirling. No. 8 area co-ordinating committee will hold a similar school in the autumn.

## Tailpiece

A TRADE union organiser who had made frequent appearances before a corporation committee to support claims for increased pay and who was later apprehended for a minor offence and sentenced to three months' imprisonment, protested that the maximum penalty was six weeks. "No matter," said the bailiff trying the case, "every time you come before me you ask for double time. Now you've got it!"—told by D. GALBRAITH, N.E.C., at the opening of the Perth Conference.

## by "Hyperion"

crime to join the Church of England." —From a schoolboy's essay.

## Call the Doctor!

From the Cambridge University Reporter, giving official details of Lent-Term arrangements:

Lecture by Dr. Harris on Reproduction, Saturdays 9; Practical, Mondays 10-4.

## Pardon Our Modesty

Almost anyone will admit that he couldn't conduct a symphony or perform an appendectomy, but rarely do we find a man who doesn't think he can sing tenor or handle a big Government job, if only they'd give him the chance.—*Bernard Baruch*.

## No Option

A young woman took a job as a governess, then suddenly left it. Asked why she resigned, she said: "Had to. Backward child, forward father."—*New York Daily News*.

## In a Nutshell—Or Not

There was an old woman of Shoreditch, Who committed a technical flaw which Was selling nut kernels, Without their externals, And brought her to court on a law hitch.

## N.B. for Mr. Fowler

New word creeps into the language: *lynsey* (small) after the Tribunal judge, meaning "a searching inquiry."

It came up in a recent London County Court case. A letter was read containing the phrase "The matter demands an immediate *lynsey*."

The word is being used in Government departments and commercial houses. Dossiers are returned with the brief endorsement "*lynsey*." Investigation and report follow.—*Evening Standard*.

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## MY BOOKSHELF

## District Auditor at Work: Housing Policy: More Law Books: The Engineer's Job

WHAT local government officer does not experience a slight feeling of dread (is that too strong a word?) when he hears that the government auditor is examining his work? Mr. C. R. H. HURLE-HOBBS, the district auditor for London, in his *Law Relating to District Audit* (Charles Knight, 35s.), does little to make the auditor an attractive figure, but, in a severe and didactic manner, he certainly justifies his existence. He claims that this is the first book written on the subject. It is certainly important, thorough, and convincing in most particulars, though many will feel that the powers claimed for the auditor are exaggerated. Mr. Hurle-Hobbs hardly allows a local authority a mind of its own. He assumes that all wisdom is laid down in the law; that the councillors have only to apply it; and that the auditor is there to see that they do so. This controversial element does not, however, deprive the book of its value, and it should be read by all students; other local government officers should read at least the less technical chapters.

## Rents and Subsidies

AN elaborate and closely reasoned study of "the social, financial and administrative problems arising from the granting of subsidies in aid of public housing schemes" has been made by J. R. JARMAN and published under the auspices of the Institute of Public Administration with the title of *Housing Subsidies and Rents* (Stevens, 25s.). Though written for the specialist, its morals

are of general interest. Why, asks Mr. Jarman, should we subsidise housing? Because, if we did not, a large part of the population could not afford to live in healthy conditions. Why not, instead, raise the general level of economic well-being and let houses be paid for at their market price? This would indeed avoid the illogicalities and administrative confusion of the present system, but it is Utopian. Having revealed the defects of the existing methods, Mr. Jarman would have done better to propound practical remedies instead of asking for the moon.

## Back to the Law

THERE is another spate of law books this month. Sweet and Maxwell continue their extensive Current Law Guide Series at 6s. 6d. with *Compulsory Purchase and Compensation* by R. D. STEWART-BROWN, and the second edition of *Town and Country Planning Act, 1947*, by R. L. DOBLE and H. MANN; JOHN J. CLARKE covers the latter topic in a skeletal *Synopsis* of the Act at 2s. 6d. (Pitman). A narrative treatment of the subject is R. E. MEGARRY's *Lectures* on the Act (Stevens, 9s. 6d.), readable and even entertaining. Mr. Megarry, again, provides a guide through what a learned judge called the "obscure mass of words" in the fourth edition of his *Rent Acts* (Stevens, 21s.). E. M. KONSTAM's third cumulative supplement to the *Law of Income Tax* (Stevens and Sweet & Maxwell, 8s. 6d.) covers the Finance Acts of 1946, 1947 and

1948. Finally, the fifth edition of J. CHARLESWORTH's classic *Principles of Company Law* (Stevens, 15s.) embodies the important provisions of the Companies Act of last year, and the second edition of his *Principles of Planning Law* (Stevens, 12s. 6d.) provides a convenient summary of legislation which the Act of 1947 reduced in bulk if not in complexity.

## Time Marches On

TIME'S winged chariot hurries so near to JOHN J. CLARKE that the sixteenth edition of his *Outlines of Local Government* (Pitman, 10s.) is already out of date in some important respects. Apparently ready for press in 1947, it has only just appeared, and neither the National Health Service Act nor the National Assistance Act is included.

## Pamphlets

TWO helpful booklets for science teachers are *Social Biology for Sixth Forms* by ERIC LUCAS and *Biology in the Secondary Modern School* by FRANK TYRER, published at 1s. each by the British Social Hygiene Council. The National Old People's Welfare Committee have issued, at 2s., an informative report on their third national conference. In *Posters and the Planning Act* (9d.) the Council for the Preservation of Rural England skilfully makes its case for the drastic control of outdoor advertising.

## Engineer

THE specialist who can see his job as others see it and write about it so that others can enjoy reading

him is one in a thousand. Such is L. B. SCRITT, who, on the basis of a varied and distinguished professional career, has written, in *The Municipal Engineer* (Allen and Unwin, 7s. ed.), a book which will appeal to students, experienced engineers, and lay readers. It describes not only the engineer's training and practice, but the relations between officers and councillors and between lay and professional officers.

## Tribunal's Decision Reversed

THE countless ways in which NALGO can help its members are illustrated by an unusual case just reported. An assistant supervisor of school meals, employed part-time, was notified by her employing authority last July, that the post she held was no longer insurable under the National Insurance Act. After making repeated efforts, without success, to obtain other and insurable employment with the corporation, she resigned during the school holiday and applied for unemployment benefit. This was withheld on the ground that she had resigned and was thus ineligible.

She applied to the local tribunal without success, then sought NALGO's aid, and the Association took the appeal to the National Insurance Commissioner. He allowed the appeal on the ground that when the member had resigned she was, in effect, already unemployed since, had she not resigned, she would have received no pay or retaining fee for the holiday period, and neither the corporation nor employees in similar posts assumed that there was any obligation to resume work after the holiday.

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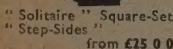
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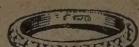
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